



Gujarat Energy Limited

(Erstwhile Gujarat Gas Limited)

HSE POLICY

[Effective from: 14th May, 2026]

HSE POLICY

Health, Safety and Environment (HSE) is a core value in Gujarat Energy Limited (“**the Company**”). We aim to protect the health and safety of our employees, contractors & their staff, customers and general public in our operation area, to minimize the environmental impact associated with our business processes and to assure the integrity and safe operation of our assets.

Applicability

All personnel, employees, and stakeholders must abide by the policy. This policy has been made available to all the Company’s stakeholders and business partners. Every individual has a duty towards themselves as well as towards those around them to ensure that safe practices are adhered to at all times. All employees are accountable for HSE compliance within their area of the business and are responsible for demonstration of exemplary HSE behaviors. This policy shall be widely communicated and updated in line with contextual changes. Every employee and contractor's personnel shall follow this policy in letter and spirit.

Our Belief

We believe that outstanding business performance requires outstanding HSE performance. HSE is an integral part of planning and execution of projects and while carrying out operations & maintenance activities. The safe delivery of projects and operation of assets is a critical success factor for our business.

Our Goal

Our goal is to deliver our business with zero injuries and to make sure that the Company delivers gas while pledging to perform at the best standards feasible in terms of environmental compliance, practices, and stewardship and expand our dedication towards environmental preservation. We seek to encourage a culture of excellence and drive forward for continual improvement our HSE performance.

Our Commitment

- Prevent all injuries
- Comply with all applicable legal requirements including acts, regulations, standards, guidelines and code of practices for Health Safety & Environment including directives issued by legal, statutory or regulatory bodies and follow best industrial practices
- Provide proper resources commensurate with the risks involved to enable effective management of HSE risks
- Ensure need based training & awareness is provided on HSE to employees and contractor personnel

- Adopt a risk-based approach towards planning, design, construction, operation and maintenance of facilities, develop and implement appropriate objectives and plans to ensure that HSE risks are at 'As Low As Reasonably Practicable (ALARP)' level
- Ensure that ERDMP (Emergency Response & Disaster Management Plan) of each Geographical area is a live document and is tested periodically to ensure its effectiveness
- Enhance safety performance by complying with the Company life saver rules
- Provide a safe working environment which is suitable to protect against injury and ensure to minimize incidents or work-related ill health
- Ensure that our employees and contractors & their staff understand their HSE accountabilities and are aware of the behaviors expected during performance of duties and service delivery
- Promote a supportive culture encouraging people to actively participate in HSE improvement initiatives & activities and empowering them to intervene and report on HSE issues or concerns to achieve continual improvement in HSE management and performance
- Consult relevant stakeholders to understand, resolve and take account of their concerns
- Engage effectively with all interested parties including other utilities, customers and general public in our operation areas;
- Investigate HSE incidents to establish immediate and root causes for the incident and ensure that key lessons are learnt and recommendations are implemented across the organization to prevent reoccurrence of the incident
- Publicly report on appropriate HSE objectives and performance, fully co-operate with relevant government & regulatory agencies and work with the industry to improve HSE practices and learn from mutual experiences
- Conduct regular audits, facilitate assurance of HSE management systems and take timely action on findings
- Consider environmental concerns from the planning, design, and operation stages of a project or station to guarantee that essential conservation and sustainability principles are followed
- Using advanced technology and best environmental management techniques to reduce the impact of business on environment
- Protect the environment by managing products and services using life cycle perspective and reducing to minimum practicable any adverse impact of our operations on the environment
- Minimize waste generation to minimum practicable and ensure proper waste management including disposal
- Strive to exceed standards beyond regulatory compliance
- Innovation through conduct of research and development activities and enablers resulting in ongoing improvement
- Strategically emphasize on resource conservation and prudent use of natural resources including water

- Undertake measures to ensure that all our operations and services cause minimum impact in terms of environment pollution (air, land, water and noise pollution)
- Uphold environmental standards by adopting SOP and practices to effectively manage environmental performance
- Promote sustainable energy use by working continuously towards optimizing energy usage & energy efficiency initiatives
- Create positive impact on Biodiversity by protecting and increasing biodiversity
- Acknowledge climate change as a global systemic risk and take persistent actions including GHG emission reduction to contribute to mitigate effects of global warming

Policy Review: The policy must be suitably modified with the Managing Director of the Company's consent in the event that it needs to be changed due to a change in regulatory requirements or for any other cause.

Dissemination of Policy: This policy will be uploaded on the website of the Company and internally shared with all the relevant stakeholders.
