

OCCUPATIONAL HEALTH & SAFETY POLICY

TATA Communications Transformation Services Limited (Company) is committed to providing a safe and healthy work environment to employees, business partners, and those who may be impacted by our business operations. This commitment is consistent with the Tata Code of Conduct

The Company recognizes that occupational health and safety (OH&S) and the overall well-being of its people is vital to its success and growth aspirations globally. The company also acknowledges that health and safety is an integral part of its activities, policies, processes, and business operations.

OH&S is the collective responsibility and all employees need to work with the company to deliver the following OH&S objectives:

- To provide a safe and healthy working condition for the prevention of work-related injury and ill-health.
- Incidents and injuries are preventable. We shall adopt appropriate measures to focus on the elimination of hazards and reduction of OH&S risks.
- Set objectives and targets for occupational health and safety and conduct reviews to assess our performance
- Fulfill all relevant OH&S legal and other requirements applicable to the organization and

strive for “Beyond Compliance” leadership and best practice.

- Build OH&S awareness and competencies among colleagues at all levels to handle individual OH&S responsibilities and proactively adhere to all OH&S requirements to create a safe workplace
- To create avenues and ensure the consultation and participation of workers
- Partner with suppliers and contractors by proactively sharing OH&S objectives and encouraging them to achieve the same and thereby seeking their participation and consultation in the process.
- Communicate this OH&S policy to all our employees, business partners, customers and ensure it is available to all stakeholders when required.
- Review the OH&S policy and management systems periodically to ensure their continuing applicability and relevance to our organization
- Provide adequate resources to ensure continual improvement of OH&S management and performance.
- Report all OH&S incidents and performance through the incident management portal

Through this commitment to ensure the safety, health, and overall well-being of our employees and business partners, we reaffirm our corporate sustainability commitments.

Agnel Navin

Agnel Navin

CEO

1st April 2024