

Environment, Health & Safety (EHS) Policy



We are committed to safeguarding the health and safety of our employees, partners, and stakeholders, and protecting the environment across all operations.

Guided by L&T's **Vision Know Harm**, we believe all incidents are preventable when risks are understood, anticipated, and controlled. We strive to build a **Resilient Safety Culture** that continuously learns, adapts, and strengthens our ability to manage both routine and unforeseen challenges. We will **Empower our people, Enable safe systems, and act with Ethical responsibility** in all that we do.

Guiding Principles

- We are committed to prevention of Injury, Ill health, pollution and continual improvement of the EHS Management system.
- Integrate EHS requirements across all processes—from tendering and design to execution and maintenance—aligning with business objectives and proactively managing risks.
- Meet or exceed all applicable legal and applicable requirements, while maintaining **ethical, transparent, and responsible practices** beyond compliance.
- **Empower** employees and stakeholders to take ownership of safety, encouraging them to speak up, intervene, and pause unsafe work.
- **Enable** safe performance through use of digital technologies, structured training, skill development, and behavioral reinforcement to build competence and risk awareness.
- Promote worker **welfare and well-being**, including living conditions, recognizing its impact on health, morale, and productivity.
- Proactively identify, assess, and eliminate workplace hazards, and apply effective control measures to reduce occupational health and safety risks and prevent incidents.
- Protect the environment by conserving resources, minimizing waste, reducing carbon intensity, and promoting sustainable practices.
- Investigate incidents, near misses and non-conformances to identify root causes, and prevent recurrence.
- Strengthen a **Resilient Safety Culture** by anticipating risks, monitoring critical activities, responding effectively & learning from experience.
- Encourage open communication, consultation, and collaboration with all stakeholders.
- Set and review SMART EHS objectives to continuously reduce risks through safer methods, innovation, and improvement.

This policy will be communicated to all stakeholders and reviewed periodically to ensure alignment with our **Know Harm vision** and commitment to a resilient, empowered, enabled, and ethical EHS culture.

1st September, 2026

S. N. Subrahmanyam
Chairman & Managing Director



LARSEN & TOUBRO