

ENVIRONMENT, HEALTH AND SAFETY POLICY

Steadfast Limited, management firmly believes that the health and safety of its employees and all stakeholders associated with our sites and manufacturing facilities are of utmost importance.

Occupational health and safety are essential and integral to all our work activities, including planning, design, procurement, fabrication, construction, installation and commissioning of facilities, products, manufacturing processes, and services.

We believe that incidents, accidents, and occupational health risks are preventable through the active involvement of all stakeholders, thereby creating a safe and accident-free workplace.

With regard to occupational health and safety objectives, **Steadfast** will:

- Comply with all relevant statutory, regulatory and other requirements.
- Create and promote safety awareness to protect all stakeholders from foreseeable work hazards and risks through campaigns and training programs for employees, business associates and clients.
- Provide an appropriate level of training and support to management and employees to ensure they can fulfil their occupational health and safety responsibilities.
- Work with major suppliers, business associates, and customers to facilitate their safety performance improvement and obligate them to follow project site safety rules, procedures, systems and safe practices.
- Ensure that appropriate resources are available to fully implement the safety policy and continuously review the policy's relevance in light of legal and business developments.

Management sincerely believes that health and safety related incidents are preventable by coordinated team efforts of all stakeholders, active consultation and participation of workers at all applicable levels and functions, and shared individual responsibilities at every level.

This collective approach aims to achieve continuous improvement and overall success of our health and safety program.

This EHS Policy applies to all employees, contractors, suppliers and visitors at Steadfast facility.

Steadfast Limited

(Formerly known as Steadfast Medishield Private Limited)

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AMAN PURI

CEO

5th December, 2025