



LUMINO INDUSTRIES LIMITED | HEALTH, SAFETY AND ENVIRONMENT POLICY

LUMINO INDUSTRIES LTD (LIL) is committed to the highest standards of Health, Safety and Environment (HSE) in all its operations.

Our organization prioritizes the creation and maintenance of safe, healthy, and well-protected work environments that not only comply with, but where possible, exceed all applicable legal codes and industry standards. We are dedicated to implement effective measures that mitigate risks, and ensure safe and healthy operations at all work places and minimise the environmental footprints of its activities. By adopting a proactive approach to Health, Safety and Environment, we commit to continually improve upon our Environment, Social and Governance (ESG) performance and aim to:

- Strive to eliminate workplace injuries and illnesses by fostering a culture of safety and responsibility, with a commitment to achieve “Zero Harm” in all operations.
- Taking up activities for protection of the environment, including prevention pf pollution of bio diversity and climate change mitigation & Adaptation.
- Conserving resources and adopting Sustainable Waste Management practices based on Reduce/Recycle/Reuse approach.
- Unwaver in its commitment to Occupational Health & Safety (H&S), we strive to embed world-class H&S practices into every aspect of our operations to protect people, for long-term success.
- Establish appropriate responsibilities, accountabilities and authority for HSE at all levels and providing necessary resources, accurate information and relevant training to all employees to fulfil their HSE obligations.
- Proactively manage risks in all activities, applying rigorous controls to eliminate hazards, reduce impacts, and ensure the safety of both our workforce and the Environment in which they work.
- Ensure regular audits, safety drills, and employee training so that our practices remain effective, up-to-date and aligned with the latest developments in HSE standards.
- Empower every employee, contractor, supplier and vendor to actively uphold our HSE standards, report hazards, and drive our shared commitment towards Health, Safety and Environment protection.
- Foster a culture of openness and trust by transparently sharing H&S priorities and performance across the organization. Through active dialogue and swift management response, strengthen collective commitment towards Health & Safety.
- Ensure that safety is a fundamental requirement for employment, applying equally to employees, associates, and contractors.
- Review and revise this Policy at regular intervals.

The aforesaid policy will be implemented with immediate effect i.e 22.12.2025.