



ACME SOLAR HOLDINGS LIMITED

OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Introduction

ACME Solar Holdings Limited (“ACME” or the “Company”) is committed to providing a safe, healthy workplace, with the objective of preventing work-related injuries and illness for all persons associated with its operations. Occupational Health and Safety (“OHS”) is integral to ACME’s business philosophy and operational excellence. The Company recognizes that proactive management of health and safety risks is essential for sustainable growth, protection of human life, and responsible business conduct.

ACME believes that most occupational injuries, illnesses, and unsafe conditions are preventable, and that strong leadership, accountability, and participation at every level are critical to achieving this objective.

2. Purpose

The purpose of this Policy is to:

- a. Establish ACME’s commitment to protecting the health, safety, and wellbeing of all employees and stakeholders.
- b. Provide a structured framework for identifying, assessing, and managing occupational health and safety risks.
- c. Promote a positive safety culture where safety is a line responsibility and a core value in all business activities.
- d. Ensure continual improvement in OHS performance through systematic review, monitoring, and stakeholder engagement.
- e. Comply with all applicable occupational health and safety laws, regulations, standards, and internal requirements.

3. Applicability

This Policy applies to (a) all permanent, temporary, contractual, and trainee employees of ACME; (b) contractors, subcontractors, consultants, vendors, and service providers engaged in ACME operations; (c) all ACME offices, project sites, manufacturing facilities, warehouses, and other locations under the Company’s control; and (d) all activities, processes, and operations undertaken on behalf of ACME, including those carried out by third parties.

The Company shall seek to ensure that contractors, subcontractors and service providers engaged at its sites comply with applicable occupational health and safety requirements and the Company’s safety standards, through appropriate contractual provisions and oversight mechanisms, where feasible.

4. Guiding Principles

The Company’s OHS framework is guided by the following principles:

- a. **Leadership Commitment.** Senior management demonstrates visible and sustained leadership in occupational health and safety, reinforcing that safety takes precedence over operational expediency.
- b. **Line Responsibility and Accountability.** Safety is a line responsibility. Every functional head is accountable for implementing and maintaining effective OHS systems within their area of control, and every individual is responsible for working safely.

- c. **Legal and Regulatory Compliance.** ACME shall comply with all applicable occupational health and safety laws, regulations, and statutory requirements, as well as relevant internal standards.
- d. **Risk Prevention and Control.** Occupational health and safety risks shall be systematically identified, assessed, eliminated, or minimized through appropriate engineering controls, safe work practices, and use of protective equipment.
- e. **Competence and Awareness.** ACME shall ensure that employees and relevant stakeholders are adequately trained, competent, and aware of their OHS roles, responsibilities, and risks associated with their work.
- f. **Participation and Consultation.** Active participation and consultation of all stakeholders including employees and contractors are encouraged to strengthen safety culture, promote reporting of near misses, unsafe acts, and unsafe conditions, and drive continuous improvement.
- g. **Integration with Performance Management.** Occupational health and safety performance shall be integrated into employee performance assessments to reinforce accountability and desired behaviours.

5. Reporting and Grievance Redressal Mechanism

Any person covered by this Policy who wishes to raise a concern or report a potential violation of this Policy may do so by contacting the Company's Compliance Officer or through the Company's established grievance redressal mechanism, as communicated from time to time. The Company shall endeavour to address all concerns in a fair, timely, and confidential manner. No person shall be subject to retaliation for raising a concern in good faith.

6. Governance and Implementation

The Board of Directors is responsible for the approval and oversight of this Policy. The Corporate Social Responsibility and Sustainability Committee of the Board shall oversee the implementation of this Policy and review its effectiveness periodically. Senior management and the relevant functional heads shall be responsible for operationalising this Policy across the Company's operations and ensuring compliance with its requirements.

7. Review and Amendment

This Policy is approved by the Board of Directors of ACME. This Policy shall be reviewed periodically, or earlier if warranted by changes in applicable laws, regulations, business operations, or stakeholder expectations. Any material changes to this Policy shall be subject to the approval of the Board of Directors.

8. Version History

Date of Board Approval	Particulars	Effective Date
27 th March 2026	Introduction and implementation of Occupational Health and Safety Policy	27 th March 2026