

Health Safety and Environment Policy

1. PHILOSOPHY

Delhivery is committed to providing a healthy and safe workplace and environment for its employees. It is our continued objective to protect employees from injury, occupational disease, workplace hazards, harassment, and violence in the workplace. The company also demonstrates a high environmental protection standard and manages its operations using principles of sustainable development to minimize environmental impact.

2. OBJECTIVE

The Health Safety & Environment Policy lists the principles and commitments for the Company to undertake business operations safely and sustainably.

3. SCOPE

This policy applies to Delhivery's employees, contractors, visitors, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage. We also expect our suppliers to comply with these principles in business operations involving Delhivery.

4. GUIDING PRINCIPLES

We are cognizant that the personal health and safety of each employee of this company are of primary importance. The prevention of occupationally induced injuries and illnesses is of such consequence that it will be given precedence over operating productivity whenever necessary. Additionally, We also recognize the impact of our operations on the environment, aim to be guided by sustainable development principles, and demonstrate our environmental leadership through below actions:

- I. We strive to create safe working environments to prevent injury and illness to our employees and all other stakeholders, including clients, professionals, subcontractors, members of the public, and anyone whose activities, projects, or services may be affected.
- II. We require all directors and managers to demonstrate leadership in health, safety, and environmental matters to develop and maintain a positive culture.
- III. We will comply fully with all relevant health, safety, and environmental regulations and codes of practice.
- IV. We will implement and maintain a health, safety, and environmental system to help deliver the policy commitments.
- V. We will provide the necessary resources in personnel, finance, and time to implement and maintain the health, safety, and environmental system.
- VI. We will provide relevant health and safety information, training, and instruction for our employees.
- VII. We will consult with our employees on health and safety matters.

- VIII. Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations like ours. Our goal is nothing less than zero accidents and injuries.
- IX. We will conduct our operations in the spirit of applicable environmental rules & legislation regarding Carbon Emissions, waste (hazardous & non-hazardous) generation, management, and disposal.
- X. We commit to investing in resources that improve the environmental aspects of our processes
- XI. We will build environmental awareness among employees and business partners by encouraging them to work in an environmentally responsible manner through appropriate training
- XII. We will maintain regular communication with the CSR & Sustainability Committee on sustainability matters of the company
- XIII. We will establish quantifiable targets, align organizational processes & resources for continuous compliance and improvements. Communicate our environmental goals and the performance against them to our stakeholders, including clients, customers, investors, and the general public.

5. POLICY COMMITMENTS

I. Employee Health, Well Being & Safety

Delhivery recognizes that the well-being of its employees largely determines an organization's long-term effectiveness. We continuously strive to provide a safe and inclusive work environment that respects the physical and emotional health and well-being of its stakeholders.

II. Energy & Climate Change

Delhivery recognizes the adverse risk of climate Change & extreme weather conditions and their impact on our operations. We are committed to introducing measures to reduce our carbon footprint through adoption of renewable energy systems and improving efficiency of our operational processes and fleet resources.

III. Waste & Water Management

Delhivery is committed to minimizing the waste generated from its operations and complying with all the relevant regulations regarding the safe disposal of waste. We are also committed to reducing the use of plastics, reusing plastics involved in our operations & recycling them through our innovative business model.

6. POLICY COMMUNICATION

All Employees & other stakeholders are provided with necessary and relevant information regarding the policy. The health, safety, and environmental related disclosures are made as per the statutory requirements and are made available in the public domain.

7. REVIEW AND AMENDMENT

No amendment to this Policy can be carried out except with written approval of the Competent Authority. In case of any conflict between the contents of this Policy and the legal provisions, this Policy shall be deemed to have been modified to be in accordance with applicable law, from time to time.