



## Environment, Health and Safety (EHS) Policy

### Our Commitments:

Endurance Technologies Limited (the “Company”) is committed to providing and maintaining Safe and Healthy working conditions while minimizing its Environmental footprint. The Company shall foster a safety-first culture, prevent workplace incidents and illnesses, enhance health and safety performance, and prioritize environmental responsibility through pollution prevention, natural resource conservation, and effective waste management.

### Our Actions

The Company’s leadership shall provide resources and oversight to ensure effective implementation of this Policy and promote a culture of continuous improvement. The following key principles shall guide EHS efforts:

- **Legal Compliance:** The Company shall ensure full compliance with all applicable legal and statutory regulations through a robust compliance management system.
- **Risk Management:** EHS considerations shall be integrated into all business activities through risk assessment methodologies that address health, safety, and environmental impacts.
- **Implementation:** Appropriate risk mitigation measures shall be implemented, following a hierarchy of controls to eliminate, reduce, or manage EHS risks.
- **Awareness and Training:** Safe behaviour and adherence to safe working procedures shall be promoted for employees, workers, and business associates through operational controls, training, and rewards and recognition programs.
- **Performance Management:** Continuous improvement in EHS performance shall be driven by setting objectives, developing action plans, monitoring key performance indicators (KPIs), conducting periodic audits, routine and non-routine inspections, and implementing preventive and corrective actions.
- **Emergency Preparedness:** Protocols for handling emergencies and contingencies shall be developed to ensure business continuity and effective disaster management.
- **Management Review:** The EHS Management System shall be periodically reviewed to enhance performance and identify improvement opportunities, aligning with stakeholder expectations and disclosed in sustainability reports.

The responsibility for implementing this policy will be overseen by plant and functional leadership to track progress, and ensure accountability across the organization.

The policy shall be communicated with employees, workers, and business partners, and displayed at all facilities. Regular training and inductions will ensure awareness and compliance.

This policy will be periodically reviewed to ensure its continued suitability, adequacy, and effectiveness while aligning with evolving regulations, standards and industry best practices.

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