



Health and Safety Policy

Purpose

Swiggy endeavours to promote health, safety, and overall well-being across Swiggy's operations and extended value chain by fostering a culture of care and shared responsibility. The objectives of this policy include:

- Maintain safe, clean, and risk-managed workplaces for all employees and contract staff
- Implement initiatives and protocols that enhance health, safety, and well-being within the workplace
- Promote safety awareness and provide necessary support and guidance to value chain partners and customers to foster safer interactions and experiences

Scope

This policy applies to Swiggy, its group companies and their employees, and is encouraged across its wider ecosystem including users, restaurant partners, merchant partners, brand partners, delivery partners and other third-party service providers.

Policy Statement

Guided by the objective to foster a culture of safety, health, and well-being, Swiggy will:

- Endeavour to maintain a safe, clean, and hazard-free work environment for all employees.
- Focus on enhancing awareness and capabilities on safety and policy principles across the organization, including leadership and relevant value chain partners.
- Emphasize the importance of physical and mental well-being throughout the organization.
- Foster a culture of safety through engagement, awareness, and open channels for reporting concerns.
- Ensure adherence with all applicable health, safety, and labour regulations.
- Strengthen emergency responsiveness through proactive planning and risk assessments.
- Continuously check safety performance and seek stakeholder feedback to drive improvement.

Swiggy encourages all stakeholders, including workforce, value chain partners and customers to uphold safety in both spirit and practice.

Governance

Swiggy has established a multi-tiered ESG governance framework to ensure robust oversight and integration of environmental, social, and governance priorities across the organization. Oversight is provided by the Board-level Sustainability and CSR Committee with the relevant functions responsible for implementation.

The policy undergoes periodic reviews, with any amendments requiring approval from the Board Committee and being communicated to the appropriate stakeholders.