



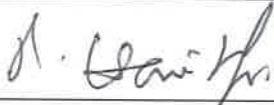
VIYASH LIFE SCIENCES PRIVATE LIMITED

POLICY ON SAFETY, SECURITY, HEALTH & ENVIRONMENTAL PROTECTION

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Introduction

At Viyash, we uphold a strong commitment to Environmental, Health and Safety (EHS) principles and practices, as outlined in the Viyash Group Code of Conduct and this Policy. These guiding principles serve as a compass, defining our expectations for all employees.

Recognizing our responsibility to society and the environment, Viyash places a paramount focus on promoting and providing safe, secure, and healthy workplaces. We strive to create an environment where our employees can thrive and contribute effectively to our mission while ensuring their well-being.

Our dedication to sustainability is integral to our mission and commitments. With a deep understanding of our obligation to the environment, we actively work towards minimizing our ecological footprint. Through sustainable practices and product offerings, we seek to make a positive impact on the communities we serve and the planet we call home.

Additionally, we place great emphasis on fostering a clean environment, both within our operations and beyond. By implementing rigorous environmental standards and responsible waste management practices, we aim to contribute to a healthier and cleaner world.

As part of our core values, we continuously strive to align our actions with our commitment to EHS principles. We believe that by adhering to these principles, we can create a positive and lasting influence on the well-being of our employees, the communities we operate in, and the global environment.

Mission

At the core of our identity as a leading pharmaceutical and chemicals company lies our unwavering mission: to create, produce, and market innovative solutions of the highest quality, addressing unmet medical needs. Our products and services are designed to make a meaningful impact by preventing, diagnosing, and treating diseases, ultimately enhancing the health and quality of life of individuals.

In our pursuit of excellence, we remain committed to conducting our operations in a responsible and ethical manner. We understand the significance of our role

in healthcare and, therefore, place great emphasis on upholding the highest standards of integrity and professionalism.

As a socially responsible organization, we firmly believe in sustainable development. Our actions are guided by a deep respect for the needs of individuals, society, and the environment. We take proactive measures to ensure that our practices align with the principles of sustainability, seeking to minimize our ecological footprint and contribute positively to the communities we serve.

Furthermore, our commitment to ethical conduct extends to all aspects of our business, from research and development to marketing and distribution. We prioritize the well-being and safety of patients, healthcare providers, and stakeholders, always striving to make a positive difference in the lives of those we touch.

At the heart of our mission is a dedication to advancing healthcare and making a lasting impact on the well-being of people worldwide. By embracing innovation, responsibility, and sustainability, we aim to set new benchmarks in healthcare and inspire positive change in the industry.

Our Commitments

- **Respect for the Individual:** This principle emphasizes the organization's commitment to providing a safe and healthy working environment for all employees. It means valuing each individual's well-being, personal growth, and diversity. The organization seeks to create an atmosphere where employees feel valued, respected, and supported.
- **Commitment to Responsibility:** This principle indicates the organization's dedication to high standards of performance and corporate responsibility in all its activities. It suggests that the organization adheres to its Corporate Principles in its dealings with business partners, suppliers, and customers. Responsibility here may also encompass ethical business practices, legal compliance, and integrity in all interactions.

- **Commitment to Society:** This principle highlights the organization's ethical and social standards concerning environmental protection and community engagement. The organization is committed to following local, national, and international laws related to environmental protection. It also implies a proactive approach to communicating with the public about their environmental initiatives and cooperating with relevant authorities.
- **Commitment to the Environment:** This principle reflects the organization's dedication to sustainable development. The organization seeks to employ new and environmentally friendly technologies and processes to minimize its environmental impact. By embracing sustainable practices, the organization aims to contribute positively to the environment and work towards long-term ecological balance.
- **Commitment to Innovation:** This principle emphasizes the organization's belief that innovation is crucial for its success. It views change as an opportunity rather than a threat and encourages a culture of continuous improvement and adaptability. The organization is open to embracing new ideas, technologies, and approaches to remain competitive and relevant in the market.
- **Continuous Improvement:** This principle underlines the organization's commitment to ongoing improvement. The organization aims to benchmark its principles and achievements against industry standards and best practices. Being committed to transparent reporting enables the organization to pinpoint areas that require enhancement, ultimately driving towards increased effectiveness and efficiency.

Compliance:

At Viyash, unwavering commitment to compliance is at the heart of everything we do. We pledge to fully abide by all pertinent laws and regulations where we conduct business operations. In addition to meeting legal requirements, Viyash sets its internal Environmental, Health and Safety (EHS) Guidelines, Manuals, Standards, Standard Operating Procedures to the highest standards. By

maintaining this steadfast dedication to compliance, we ensure the integrity, safety, and trustworthiness of our operations, fostering an environment of responsible business conduct across the organization.

Significance:

Environmental, Health and Safety (EHS) considerations are deeply ingrained within every aspect of our business at Viyash. Our commitment to EHS extends not only within Viyash's internal operations but also beyond, as we recognize our broader responsibility to society and the environment.

EHS matters take precedence in our business activities, ensuring that we prioritize the well-being and safety of our employees, stakeholders, and the communities we serve. While we acknowledge the importance of economic considerations, we do not compromise on EHS standards. Rather, we strike a balance that upholds both our ethical obligations and our economic goals.

Priorities:

At Viyash, our top priority is prevention, which serves as the cornerstone of all our activities, decisions, and measures aimed at ensuring safety, security, health, and environmental protection. We deeply analyse our business activities to gain a comprehensive understanding of their potential negative impacts. Through innovation and forward-thinking, we actively seek out solutions to minimize these impacts, striving to make positive contributions to both human health and the environment.

To ensure a robust Environmental, Health and Safety (EHS) management system, we take a system-based approach using Plan Do Check and Act principle. This entails identifying hazards, rigorously evaluating and assessing various scenarios, and taking proactive measures to prevent and reduce risks. Open and effective risk communication is a key aspect of our approach, ensuring that all stakeholders are well-informed and engaged in promoting safety and sustainability.

If, despite our best efforts, a EHS risk is deemed unacceptable even after implementing all feasible technical, organizational, and personnel measures, decisively we take mitigative actions or alternate solutions.

At Viyash, we firmly believe that integrated process optimization holds greater value than solely relying on end-of-pipe waste treatment or pollution control. By designing and implementing inherently safe plants and processes, we prioritize preventive measures, reflecting our deep dedication to proactive risk management.

Organization and Responsibilities

Apex Committee :

The Apex Committee plays a pivotal role in shaping our Environment, Health, and Safety (EHS) Policy, guided by the fundamental Viyash Corporate Principles and the Viyash Sustainability Framework. With a comprehensive understanding of our business values and sustainability goals, the Apex Committee assumes the responsibility of formulating this vital policy. This committee is headed by the CEO of the organisation.

Recognizing the significance of effective implementation, the EHS Committee further defines the appropriate organizational structures and designates functional responsibilities necessary to ensure the seamless execution of the Policy across the organization. By establishing clear lines of responsibility, we foster a culture of accountability and commitment to environmental protection, health, and safety.

In addition to the policy formulation and structuring, the Apex Committee upholds its crucial supervisory role by overseeing the organization's compliance with the EHS Policy in its entirety. This vigilant oversight ensures that all levels of the organization are dedicated to upholding the principles and standards set forth in the policy.

Through the guidance and direction of the Apex Committee, we fortify our commitment to EHS matters and create a resilient framework that promotes a safe, sustainable, and responsible environment for all stakeholders and Customers. By aligning our practices with our core principles and sustainability aspirations, we strive to lead by example, making a positive impact on our people, society, and the environment we share.

Implementation:

Viyash's commitment to the Environmental Protection, Safety and Health Policy extends across all Group Sites and Organizations, serving as the foundational framework for designing, implementing, and monitoring our EHS processes. As a guiding principle, we expect all employees to adhere to this Policy in their actions and decisions, reinforcing our collective responsibility for maintaining a safe and sustainable workplace.

To uphold the integrity of this Policy, Viyash encourages a culture of open communication and accountability. If any employee suspects a violation of the Policy, they are encouraged to immediately report their concerns to their manager or the designated EHS representative. Rest assured, no employee will face any disadvantage for reporting a violation or demanding the application of this Policy. They can use compliance@viyash.com for reporting.

Responsible Viyash managers play a vital role in ensuring compliance with this Policy. It is their duty to take swift and appropriate action to address any violations, thereby fostering a culture of continuous improvement and adherence to our principles.

For effective implementation at the Group level, Our Chief Sustainability Officer / Head ESG and CEO assumes responsibility for informing the Apex Committee and the Board of Directors respectively about significant EHS developments, goals, plans, and issues within the Viyash Group. Transparency and accountability at the highest levels of leadership strengthen our commitment to EHS practices.

We adopt a systematic approach to implement this Policy, incorporating all necessary technical, organizational, and personnel measures. Through a cohesive and comprehensive implementation strategy, Viyash upholds its steadfast commitment to environmental protection, health and safety fostering a workplace culture that prioritizes the well-being of our people and the world we inhabit.