

# Corporate Environment, Health & Safety (EHS) Policy

## Zydus Lifesciences Limited & its subsidiaries (Zydus Group)

We, at Zydus Lifesciences Limited, consider Environment, Health and Safety as integral parts of our business. We are committed to protecting the environment in which we operate and ensuring the well-being, health and safety of all our employees, visitors, contractors, customers, stakeholders and the community at large.

We shall strive to achieve the target of 'Zero Harm' in terms of incidents and injuries to people and safeguard the environment by adopting the following best practices Viz:

- ❖ Complying with all applicable legislations pertaining to the environment, health and safety.
- ❖ Developing products and processes which will enhance the safety for human health and quality of environment.
- ❖ Establishing business practices that optimally utilize resources by integrating sustainability principles like reduce, reuse, recycle and recover (4Rs) into all the aspects of our business.
- ❖ Implanting EHS fundamentals into the fabric of our operations and businesses through the EHS management system, EHS governance and risk management approach to address hazards that can impact our activities.
- ❖ Educating, training and motivating employees and contractors to conduct their activities in a safe and environmentally responsible manner.
- ❖ Establishing a robust and effective system for identifying and reporting unsafe acts, unsafe conditions and near misses. Correcting them through an effective time-bound action plan, to prevent re-occurrence.
- ❖ Promptly reporting incidents and proactively correcting conditions and behaviour at the workplace which could harm individuals or the environment.
- ❖ Encouraging the Company to get EHS related accreditation like ISO 14001, ISO 45001 & ISO 22000 and adopting other benchmark practices as applicable.
- ❖ Encouraging participation and consultation of workers, employees and their representatives in the EHS programme and contributing to its continual improvement.

We are committed to implementing the EHS policy through a robust EHS management system adequately supported by a well-defined organizational structure. This policy applies to all employees, contractors, customers, suppliers, and consultants and extends to all business facilities, subsidiaries, and joint ventures.

Place : Ahmedabad  
Date : 01/04/2025

**Pankaj R. Patel**  
Occupier (Chairman)