



# **ZYDUS LIFESCIENCES LIMITED<sup>#</sup>**

(Formerly known as Cadila Healthcare Limited)

## **Corporate Environment, Health & Safety [EHS] Policy**

Approved by the Board of Directors at their meeting held on February 03, 2022.

**# The name of the Company was changed from Cadila Healthcare Limited to Zydus Lifesciences Limited with effect from February 24, 2022.**

## **1.0 PURPOSE**

- ZYDUS has established a Corporate Environmental, Health & Safety policy, which defines the business processes and activities for managing EHS in the Zydus group of Companies and its subsidiaries.
- The Corporate EHS policy is a guiding principle used to set direction in an organization. It is used for course of action to guide and influence decisions. It should be used as a guide to decision making under a given set of circumstances within the framework of objectives, goals and management philosophies as determined by senior management.
- Policies are long-term, high-level management instructions on how the organization is to be run and generally are driven by legal concerns (due diligence). Policies reflect an organization's goals, objectives, culture and are intended for broad audiences. They also are mandatory and are applicable to all the interested parties. Policies drive standards, procedures and technical controls

## **2.0 SCOPE**

- 2.1** This policy is applicable to all ZYDUS Group of Companies operations and sites in countries and regions in which ZYDUS and its subsidiaries operate. The EHS Management system policy applies to all the interested parties.

## **3.0 RESPONSIBILITY**

- 3.1** Corporate Responsibilities – Head EHS
- 3.2** Division managers, Plant & Site managers, Operational unit managers responsibilities
- 3.3** EHS Officer/ In-charge: To ensure that the EHS management is accomplished keeping EHS corporate policy in fore front.

## **4.0 ACCOUNTABILITY**

- 4.1** Head of the respective department is accountable for implementation of this Policy.

## **5.0 DEFINITIONS**

- 5.1** EHS POLICY: An organization's EHS policy is a recognized, written statement of its commitment to protect the Environment, Health and Safety of the employees, as well as the surrounding community, flora and fauna and minimize the impact on the ecosystem nearby.
- 5.2** EHS Management System (EHSMS):  
An approach for systematically achieving a desired level of EHS performance. Includes organizational structure and responsibilities, planning, practices, procedures, processes and resources.
- 5.3** INTERSTED PARTIES : Interested Parties are employees of the company and subsidiaries, workers, contract workers, workers' representatives; workers' organizations [trade unions) and employers' organizations; suppliers, contractors and subcontractors; legal and regulatory authorities [local, regional, state/provincial, national or international); parent organizations; owners, shareholders, clients, visitors, local community and neighbors of the organization and the general public; customers, medical and other community services, media, academia, business associations and non-governmental organizations [NGOs); occupational health and safety organizations, occupational safety and health-care professionals.

- 5.4 **AUDIT:** A systematic process for obtaining information and data and evaluating it objectively to determine the extent to which define criteria are fulfilled.
- 5.5 **INCIDENT:** An unplanned or an unusual event or a series of events and circumstances that resulted in or had the potential that could result in, an adverse or undesirable safety, health, fire and environmental consequence.
- 5.6 **Goal - Goals are:**
  - The object or aim of an action,
  - A description of what is to be accomplished, a specification of a direction or action to take.

## **6.0 PROCEDURE**

- 6.1 Based on Corporate EHS policy, Unit will prepare the EHS Policy by Zydus Group of companies and its subsidiaries as appropriate.
- 6.2 EHS Policy will be displayed at all prominent palaces at site.
- 6.3 Corporate Task – Head Central EHS
  - To define and update the company’s EHS policy
  - To set EHS objectives and follow up on their implementation  
To stipulate instructions and guidelines on EHS subjects and supervise their implementation
  - To follow up on changes – both legislative and other – in EHS issues relating to the pharmaceutical industry, and ensure that the EHS policy and its objectives as well as the entire organizational EHS system are updated accordingly  
To assist the operational bodies in assimilating EHS culture and encourage them to enhance EHS activities
  - To set performance indicators for EHS achievements, assess the results and report them to the Corporate EHS Division through Zysafe software.  
To develop and maintain human and technological infrastructures in order to draw conclusions from EHS incidents, publish and distribute these conclusions throughout the organization, build an information base of insights and best-practices, and seek constant improvement
- 6.4 Tasks of Head Technical Operations, Plant Head, Site lead team, Operation Unit Mangers
  - To provide leadership, guidance and commitment, and allocate the necessary resources for the purpose of assimilating safety culture and continuously improve the level of safety under their responsibility.
  - To ensure that EHS Policy is communicated to all employees & concerned and displayed at all prominent places at site.
  - To ensure that employees are aware of the company's EHS policy.
  - To ensure that all employees in the unit under their responsibility follow the EHS principles
  - To ensure that operational activities comply with the company's EHS policy.
  - To set performance indicators for EHS achievements, assess the results and report them to the Corporate EHS through Zysafe software.
  - To follow up on local legislation and other changes in the areas under their responsibility and adapt their EHS system to the changing requirements
  - To conduct gap analysis with respect to audit protocol of this standard at least once in a year.

## 6.5 Management of EHS Policy

The EHS Policy will be revised under following circumstances

- Substantial changes in circumstances occur
- Changes in the Central EHS requirements
- Changes regulatory requirements
- Change in the factory Manager /Occupier
- Changes in EHS reporting
- Otherwise every 3 years

## 7.0 ANNEXURES

Annexure I: Approved Corporate EHS Policy

## 8.0 REFERENCES

8.1 Factory Act 1948, and Rules made under the Act by authorities.

8.2 Environment related Acts and Rules.

8.3 ISO 14001 : 2015

8.4 ISO 45000: 2018

## 9.0 ABBREVIATIONS

EHS : Environment Health and Safety

IT : Information Technology

## 10.0 VERSION HISTORY

<b>Version No</b>	<b>Effective Date</b>	<b>Reason for Review</b>	<b>Reference Change Control Number</b>
00	04/04/2022	Not Applicable	Not Applicable