



# ZYDUS LIFESCIENCES LIMITED

## Policy for Environment Social Governance (ESG)

Sr. No.	Version	Reviewer / Approver	Date
1.	1	CSR and ESG Committee / Board of Directors	March 24, 2025

We, at Zydus Lifesciences Limited, recognize the importance of integrating environment, social and governance principles into the business operations while striving to unlock new possibilities in lifesciences through quality healthcare solutions that impact lives.

**Objective:**

This ESG Policy outlines our commitment to integrate sustainability in our business operations and processes. The policy serves as a guiding force to ensure that all our employees and other stakeholders would jointly put in efforts with the material responsible business conduct topics identified by us.

**Scope:**

The ESG Policy applies to all our group entities and all the offices, manufacturing facilities, R&D facilities, warehouses and other locations from wherever we operate in the pharmaceutical and healthcare business.

**Policy Outline:**

**(i) Environment Stewardship:**

- a) We will comply with applicable environmental laws and regulations and will strive to exceed them.
- b) We will make efforts to minimize our environment footprint by adopting efficient processes and practices to reduce resource consumption, waste generation, emissions and encourage recyclability.
- c) We will raise awareness on efficient and sustainable usage of energy and water amongst our employees and value chain partners.
- d) We will strive to maximize the use of renewable energy sources to reduce our GHG emissions.
- e) We will work to adopt cleaner technologies and energy efficient practices to improve energy efficiency, reduce energy consumption and carbon footprint.
- f) We will use water judiciously, increase reuse of wastewater and strive to achieve water neutrality.
- g) We will emphasize reducing the generation of waste and increase waste disposal by ecofriendly mechanism of co-processing.
- h) We will encourage employee engagement on environment conservation initiatives through incentives, certifications, recognition programs and regular communication.

- i) We will conduct regular assessments for continual improvement in the environmental performance of our operations.

**(ii) Social Responsibility:**

- a) We are committed to providing a diverse, inclusive and respectful workplace for all employees.
- b) We will promote diversity, equality and professional development opportunities within our organization.
- c) We will promote employee well-being programs including health and wellness initiatives.
- d) We are committed to implementing processes and practices contributing for safe workplace.
- e) We will uphold and promote human rights, both within our organization and expect the same across our supply chain.
- f) We will adopt zero tolerance approach for any form of discrimination, harassment or any unfair practices at the workplace.
- g) We will continue to engage with local communities and support community projects, thus contributing positively to their economic and social development.
- h) We will strive to implement initiatives and projects that-
  - (i) provide better health, safety and environmental sustainability
  - (ii) promote education, knowledge enhancement and research
  - (iii) support care and outreach for various social causes.
- i) We will engage with employees, supply chain partners and other stakeholders to build awareness on sustainability and sustainable practices.
- j) We will promote research and innovation and adopt technologies to develop sustainable products and services.

**(iii) Corporate Governance:**

- a) We will adhere to high standards of fair business practices, complying with all the applicable laws of the land, by operating in an ethical and transparent manner to nurture trust among our stakeholders.
- b) We will strive to create long-term value for all our stakeholders, including

shareholders, employees, customers and communities.

- c) We will incorporate sustainability considerations into our business strategies and decision-making processes.
- d) We will regularly monitor and review our ESG performance to identify areas for improvement and set targets for continuous improvement.
- e) We will report on our ESG performance through regular disclosures, including annual reports, sustainability reports and other relevant communications.

**Review Periodicity:**

We will review the policy annually and make necessary changes if required.