

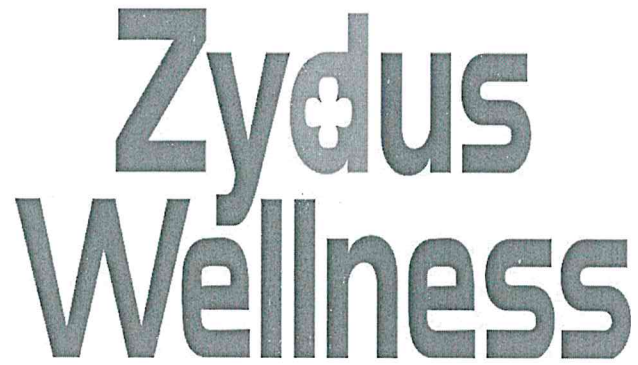


Internal Policy

Effective Date: November 6, 2023

Title: Environment Policy

Issued By: Vice President - Manufacturing



Zydus Wellness Limited

Environment Policy



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Our Commitment:

We at Zydus Wellness (“ZW” or “the Company”) manufacturing units are committed to protect human lives, mother earth and environment by preventing and abating pollution through adopting robust environmental management practices and continual improvement of Environmental aspects.

We conduct our business in a responsible manner and accept good practices to improve the standard of Environment, Health and Safety for our employees, contractors, visitors, customers and society at large.

This policy is applicable to the company’s and subsidiaries entire operations, employees, contractors, business partners and service providers. It has been developed in consultation with all relevant stakeholders.

This Policy is complemented by our Zydus Business Conduct Policy.

General Principles:

The Company is committed towards environmental responsibility and sustainability. This environmental policy outlines our commitment to minimize our environmental impact and fostering a culture of sustainability within our organization.

Key Principles:

(a) Compliance and Legal Requirements:

We are committed to complying with all relevant environmental laws, regulations, and standards at all levels of our operations.

(b) Continual Improvement:

The Company shall continuously strive to improve its environmental performance by:

- i. Establishing environment management with objectives and targets.
- ii. Reducing the consumption of natural resources.
- iii. Minimizing impact of our operations to the environment.

(c) Environmental Education and Training:

Increase environmental knowledge and awareness among workforce by providing education and training programs for our employees to enhance their environmental awareness and knowledge.



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(d) Communication and Engagement:

We shall engage and communicate with internal and external stakeholders to foster environmental awareness and encourage sustainable practices.

(e) Reducing Greenhouse Gas Emissions:

The Company shall implement actions to reduce greenhouse gas emissions through energy efficiency measures.

(f) Resource Conservation:

The Company shall work towards minimise waste generation and promote recycling and reuse of materials wherever possible.

(g) Sustainable Procurement:

The Company shall encourage environmentally responsible procurement practices, including sourcing of sustainable and eco-friendly products and services.

(h) Resource Allocation:

The Company shall provide necessary resources, both financial and human, to support our commitment to health and safety.

(i) Stakeholder Engagement:

The Company shall engage with relevant stakeholders, including employees, communities, regulatory authorities, and environmental organizations, to foster transparency and collaboration required for the implementation.

(j) Responsibility and Accountability:

Every employee, from top management to front-line staff, shares responsibility for implementing this environmental policy and achieving its objectives. The Environmental Management Team will oversee the policy's implementation and ensure that it remains up to date.

Policy Implementation:

Governance: The Environment Health & Safety (EHS) and Human Resource (HR) team along with support from respective plant teams is entrusted with implementation of this policies and commitments. The team will –



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- Develop processes and guiding rules required to implement this policy,
- Assign roles and responsibilities,
- Monitor progress and report to CSR and ESG committee,
- Ensure that any breaches are investigated, and corrective actions taken, and
- Facilitate training and capacity building programmes required for effective implementation of this policy.

Review and Revision:

This policy shall be reviewed annually and any revision, if done will be on the basis of annual review and benchmarking process to ensure its relevance and effectiveness.

Issued by:


Mr. Himanshu Pandey
Vice President – Manufacturing

Approved by:


Mr. Tarun Arora
Whole Time Director & Chief Executive Officer