



ENVIRONMENT POLICY

Our Commitment:

We at Zydus Wellness ("ZW" or "the Company") 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 sustainable practices to improve the standards of Environment, Health and Safety for our employees, contractors, visitors, customers and society at large.

This policy applies to the entire operations and business facilities of the company and its subsidiaries, covering products & services, distribution & logistics, waste management, employees, contractors, business partners, service providers, due diligence processes and mergers and acquisitions. It has been developed in consultation with relevant stakeholders, to ensure inclusivity and effectiveness. Furthermore, this policy is a shared belief that aligns with our business conduct policy and that guides our actions.

❖ General Principles:

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

❖ Key Principles:

☞ Compliance and Legal Requirements:

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

☞ Continual Improvement:

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

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

☞ 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.

☞ Communication and Engagement:

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

☞ Reducing Greenhouse Gas Emissions:

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

☞ Resource Conservation:

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

☞ Sustainable Procurement:

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

☞ Resource Allocation:

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

☞ 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.

☞ Responsibility and Accountability:

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

❖ Policy Implementation:

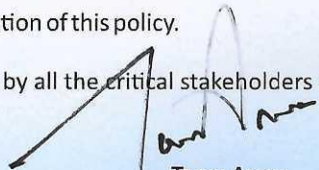
The Governing Committee includes steering committee and ably supported by Plant EHS Committee and Field Implementation Committees across sites. The Governing committee will be overseeing, guiding, and ensuring that EHS protocols are effectively implemented. The teams will:

- ☞ 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 programs required for effective implementation of this policy.

❖ Review and Revision :

This policy shall be reviewed annually, and revisions will be made based on the reviews by all the critical stakeholders and benchmarking process to ensure its relevance and effectiveness.

Place : Ahmedabad
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