



# OCCUPATIONAL HEALTH & SAFETY POLICY

## Our Commitment:

Zydus Wellness is committed to fostering a healthy & safe work environment that protects all individuals—employees, contractors, business partners, service providers, visitors, and stakeholders, including workers' representatives—from occupational diseases and physical harm. To achieve this, the management is dedicated to provide the necessary resources, training, and information to cultivate a strong safety culture throughout the organization.

At Zydus Wellness, our vision for Occupational Health and safety is grounded in the unwavering commitment to ensure the health and well-being of everyone. We believe that a robust safety culture is built on the foundation of total employee involvement, where OHS is not just a priority but a core value integrated into every aspect of our operations and is a non-negotiable responsibility. With the enforcement of this policy, we strive to create a workplace where every individual feels valued, protected, and empowered to contribute to a healthier and safer tomorrow.

This policy is applicable across all company operations and subsidiaries, encompassing employees, contractors, business partners, and service providers. It has been developed in consultation with relevant stakeholders, including workers' representatives, to ensure inclusivity and effectiveness. Furthermore, this policy is a shared belief that aligns with our business conduct policy and that guides our actions.

## ❖ Key Principles:

### ☞ Compliance and Legal Requirements:

The Company shall comply with all applicable local, state, and federal health and safety laws and regulations. Our commitment to safety goes beyond mere compliance as we strive for excellence in Occupational Health & Safety (OHS) performance, aligned with ISO standards.

### ☞ Risk Assessment:

The Company shall regularly identify, assess, and mitigate workplace hazards and risks through comprehensive risk assessments. These assessments will form the foundation of our safety measures.

### ☞ Setting Prioritization and Action Plans:

The Company shall establish prioritization frameworks and action plans to systematically address identified OHS risks and opportunities for improvement.

### ☞ Establishment of Quantitative Targets:

The Company shall set measurable, quantitative targets to improve OHS performance metrics, ensuring progress in reducing workplace risks and incidents.

### ☞ Education and Training:

The Company shall provide employees and contractors with the necessary education, training, and resources to work safely. A culture of continuous learning and improvement will be encouraged.

### ☞ Communication:

The Company shall establish clear channels of communication for reporting safety concerns, incidents, and near misses. Open and transparent dialogues will be encouraged to promptly address safety-related matters.

### ☞ Emergency Response:

The Company shall maintain effective emergency response plans and procedures, conducting regular drills to ensure workforce preparedness for unforeseen incidents.

### ☞ Injury and Illness Prevention:

The Company shall actively prevent workplace injuries and occupational illnesses by implementing appropriate safety measures and promoting early reporting and intervention for health concerns.

### ☞ Safety Performance:

The Company shall define OHS performance metrics and regularly monitors them. Continuous improvement will be pursued by establishing clear safety objectives and executing prioritized action plans to achieve them. Zydus Wellness shall report key OHS KPIs, such as accidents, near misses, fatalities, and lost time injury frequency rate (LTIFR). Investigations, mitigations, and remediation actions will be undertaken as necessary.

### ☞ Resource Allocation:

The Company shall allocate adequate financial and human resources to support its commitment to health and safety.

### ☞ Stakeholder Engagement:

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

### ☞ Responsibility and Accountability:

All levels of management and employees are responsible for implementing and upholding this OHS Policy. Accountability for safety will be enforced, and non-compliance will be addressed promptly.

## ❖ 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 OHS protocols are effectively implemented, fostering a healthy and safe working environment for all employees. The teams will:

- ☞ Develop framework, processes and guiding principles required to implement this policy,
- ☞ Assign roles and responsibilities,
- ☞ Review Key Performance Indicators (KPIs),
- ☞ Monitor progress and report to the CSR and ESG committee,
- ☞ Ensure regulatory compliance w.r.t. applicable local, national and international regulations
- ☞ Create awareness for all the policy updates
- ☞ Facilitate training and capacity-building programs for effective implementation of this policy.

## ❖ Review and Revision :

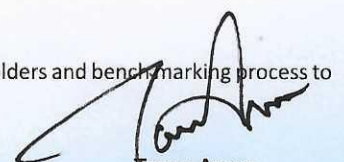
This policy shall be reviewed annually, and revisions will be made based on the reviews by all the critical stakeholders and benchmarking process to ensure its relevance and effectiveness.

Place : Ahmedabad

Date : 10/01/2024



**Zydus  
Wellness**

  
**Tarun Arora**  
Whole Time Director & CEO  
Zydus Wellness

Document No. : ZW/OHS/2024/01-Rev.1