



SUSTAINABILITY POLICY

We at Zydus Wellness are committed to fostering sustainable development by safeguarding human lives, preserving the environment, and nurturing the communities we serve. Our commitment extends beyond compliance, ensuring the integration of sustainability into every aspect of our business operations, with a focus on Environmental Stewardship, Social Responsibility, and Sustainable Growth. This policy embodies our pledge to create a positive impact on the planet and society through robust management practices and continual improvement of evolving ESG standards.

Policy Commitments and Guiding Principles :

Sustainable Growth:

- ☞ Align sustainability initiatives with strategic objectives to ensure they drive long-term business growth and societal impact.
- ☞ Identify and prioritize materiality aspects that are critical to our stakeholders and align with our core business values.
- ☞ Strengthen organizational resilience by proactively managing environmental, social, and governance risks across our value chain.
- ☞ Embrace innovation and prepare for future challenges by optimizing resource use, streamlining processes, and adopting cutting-edge sustainable technologies.

Environmental Stewardship :

- ☞ Optimize energy efficiency across operations and invest in renewable energy solutions to minimize our carbon footprint.
- ☞ Conserve water resources by reducing consumption, maximizing recycling, and implementing sustainable water management practices.
- ☞ Reduce, recycle, and responsibly manage waste and effluents to achieve a circular economy and prevent environmental harm.
- ☞ Minimize GHG emissions by adopting clean technologies and low emission- fuels in our operations.
- ☞ Promote sustainability across the supply chain by collaborating with partners to adopt eco-friendly and ethical sourcing practices.
- ☞ Protect and restore biodiversity by conserving natural habitats, fostering the growth of native flora, protecting fauna, and promoting sustainable land-use practices.
- ☞ Proactively ensure compliance with all environmental laws, standards, and PCB regulations.

Governance :

- ☞ Uphold the highest standards of integrity and ethical behaviour in all business practices and decision-making processes.
- ☞ Foster a culture of accountability and professionalism by ensuring all employees adhere to a robust code of conduct.
- ☞ Engage proactively with stakeholders to address their concerns, build trust, and align with shared sustainability goals. Further, Maintain transparency through accurate, timely, and comprehensive disclosures to stakeholders in line with regulatory requirements.
- ☞ Protect data and ensure robust cybersecurity measures to safeguard information and maintain stakeholder trust.
- ☞ Promote products and services ethically; ensuring marketing practices are truthful, transparent, and socially responsible.
- ☞ Establish an accessible and effective grievance redressal mechanism to address and resolve concerns fairly and promptly.

People & Communities :

- ☞ Foster a culture of open communication and collaboration to enhance employee engagement and satisfaction.
- ☞ Invest in continuous learning and development opportunities to empower employees with skills for personal and professional growth.
- ☞ Create a compelling workplace that attracts, nurtures, and retains top talent through meaningful work and career development.
- ☞ Uphold and respect human rights in all operations, ensuring fairness, dignity, and ethical treatment for all. Adhere to fair labour practices by complying with laws, promoting ethical employment, and preventing child or forced labour.
- ☞ Embrace diversity and foster an inclusive workplace where everyone feels valued and respected.
- ☞ Respect employees' rights to freedom of association and collective bargaining in line with local laws and international standards.
- ☞ Ensure a safe and healthy workplace by identifying risks, implementing preventive measures, and adhering to global safety standards.
- ☞ Contribute to the socio-economic development of communities through impactful CSR initiatives focused on education, healthcare, and sustainability.

Implementation

We are committed to implementing this Sustainability Policy through a well-defined organizational structure. Clearly defined roles, responsibilities, and accountability at every level ensure the effective deployment and achievement of Sustainability Objective. This policy is overseen by CSR & ESG committee at board level. By integrating sustainability into our core values and practices, Zydus Wellness strives to be a responsible corporate citizen, creating value for all stakeholders while making a meaningful contribution to the planet and society.

