

Environment, Health, Safety & Sustainability Policy Laurus Labs Limited

Laurus Labs is committed to continually improve Environment, Health, Safety and Sustainability (EHSS) performance in Research & Development, Contract Services and Manufacturing of Pharmaceutical Products with focus on...

- Protection of the environment, including the prevention of pollution through eco-friendly processes and practices.
- Protecting and promoting the health and wellbeing of employees by integrating good occupational health and hygiene practices.
- Eliminating hazards and reducing risks by equipping, establishing, and operating facilities with the highest safety standards to protect personnel.
- Establishing and implementing an integrated approach that considers social and governance concerns along with environment, health, and safety initiatives.
- Complying with all Environment, Health, Safety & Sustainability obligations, including legal, regulatory, customer, society, and other requirements.
- Consulting and participating with workers or their representatives to improve the Environment, Health, Safety & Sustainability Management System.
- Communicating to all interested parties their Environment, Health, Safety & Sustainability obligations.



Date: 5th Aug 2023

Dr. Satyanarayana Chava
Chief Executive Officer

Environment, Health, Safety & Sustainability Policy

Laurus Labs Limited

Laurus Labs' Environmental, Health, Safety and Sustainability Policy is comprehensive and extends across various facets of our operations like:

- It extends to entire operations/ employees as well as contractors or individuals under the company's supervision.
- Covering all the aspects of production operations and business facilities.
- Including products and services within the scope of the environmental management policy to ensure sustainable practices throughout the product lifecycle.
- Addressing distribution and logistics operations to minimize environmental impacts during the transportation and delivery of products.
- Implementing robust waste management practices to reduce, reuse, and recycle waste generated from operations.
- Engaging suppliers, service providers, and contractors to align with Laurus Labs' environmental management policy and sustainability goals.
- Incorporating other key business partners, such as non-managed operations, joint venture partners, licensees, and outsourcing partners, to ensure a comprehensive approach to environmental management.
- Conducting due diligence during mergers and acquisitions to integrate environmental considerations and align new entities with Laurus Labs' EHSS Policy.

Laurus Labs' approach in fulfilling the Environmental, Health, Safety and Sustainability Policy elements:

- Setting specific goals/targets and objectives to minimize environmental impacts and improve health & safety performance.
- Assigning clear roles and responsibilities for executing the EHSS Policy.
- Allocating necessary resources to ensure the effective implementation of the policy.
- Conducting regular audits of EHSS systems and monitoring performance against advanced international standards and regulations.
- Developing, maintaining, and updating emergency response procedures & contingency plans.
- Recording, reporting, and investigating all incidents.
- Learning from internal and external EHSS incidents and implementing measures to prevent their recurrence.
- Engaging and consulting with our workforce and other stakeholders on all EHSS matters.
- Educating and training the workforce on workplace hazards, associated risks, and the measures in place to mitigate them.
- Evaluating and minimizing the negative impact of business activities on the environment and local communities.
- Striving to prevent pollution through the reduction of environmental emissions, waste, and promoting resource conservation, including efficient energy and water use.
- Raising safety, health, and environmental awareness among our workforce and other relevant stakeholders through training and communication.
- Reviewing and revising the policy periodically to ensure its continued effectiveness and alignment with evolving standards and practices.

*This section of the policy is under review with the senior leadership