LAURUS Labs
Chemistry for Better Living

Environment, Health, Safety & Sustainability Policy
(EHSS Policy)

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 environment including prevention of pollution through eco-friendly processes and practices.**
- **Protect and promote the "health and wellbeing of employees" by integrating good occupational health and hygiene practices.**
- **Eliminate hazards and reduce risks by "equip, establish and operate facilities with the highest safety standards" to protect personnel.**
- **Establish and implement an integrated approach that takes into consideration of social and governance concerns along with environment, health & safety initiatives.**
- **Comply with all Environment, Health, Safety & Sustainability obligations i.e., legal, regulatory, customer, society and other requirements.**
- **Consultation and participation of workers or their representatives to improve Environment, Health, Safety & Sustainability Management System.**
- **Communicating to all interested parties, their Environment, Health, Safety & Sustainability obligations.**

Date: 07 FEB 2025

Dr. Satyanarayana Chava
Chief Executive Officer

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, suppliers and business partners 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 to setting up prioritization and developing the required action plans includes:

- Identifying, assessing, and prioritizing occupational health and safety risks and opportunities through structured risk assessment methodologies, workplace assessments, inspections, operational reviews, and employee participation mechanisms.
- Establishing risk-based action plans with defined responsibilities, resources, timelines, and performance monitoring mechanisms to eliminate hazards, reduce risks, and prevent work-related injuries, ill health, and incidents.
- Implementing corrective and preventive actions arising from risk assessments, audits, inspections, incident investigations, and management reviews to address prioritized occupational health and safety risks.
- Periodically reviewing the effectiveness of action plans and safety performance indicators and updating controls, mitigation measures, and improvement initiatives to ensure continual improvement in occupational health and safety performance.

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.
- Endeavoring to maintain Laurus Labs Zero fatalities target.
- 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.
- Maintaining incident register for keeping accurate records of incidents and their mitigation procedures.

- 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.
- Share EHS performance & progress with our stakeholders both internal & external with the objective of spreading awareness on EHS matters.
- The Environmental, Health, Safety, and Sustainability Policy is endorsed by the senior leadership and executive management, which actively undertakes initiatives to ensure compliance with relevant EHS regulations. Additionally, site managers and supervisors ensure day-to-day adherence to standard operating procedures (SOPs) related to EHS, monitor operations related to EHS risks, and enforce the use of personal protective equipment (PPE). The Management may based on the recommendations of the EHS Head, make any amendments to this policy from time to time.

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