



## ENVIRONMENT, HEALTH AND SAFETY POLICY

Zydus Takeda Healthcare Private Ltd. as a Manufacturer of Active Pharmaceutical Ingredients and Intermediates aims to be a leader in Environment (E), Health (H) and Safety (S) aspects. We are committed to achieve sustainable growth by fulfilling the environment, health and safety demands of society.

### Primary responsibility

We are committed to operate our business in a manner that protects the health, safety and wellbeing of our employees, communities and society in which we work, live and serve, as well as the environment and its natural resources. We do not allow economical consideration to override Environment, Health and Safety.

### Compliance

We are committed to comply by proactively engaging with stakeholders to ensure the development and implementation of EHS policies, laws, regulations, and best practices that serve to promote the present and future well-being of our employees, communities and the environment.

We are committed to eliminate hazards, reduce the environmental and occupational Health Safety risk. Provide safe and healthy work condition.

### Roles and Responsibilities

We define role and responsibilities of each employee. We enhance the performance of our operations, products, and services by proactively identifying pollution prevention opportunities and minimizing negative environmental impacts throughout the entire lifecycle of our products. We advance environmental sustainability and reduce our impact on climate change by promoting the conservation of natural resources.

Build Trust within society by providing a healthy and safe workplace for our employees and partners. Through implementation of innovative management practices, recognizing and eliminating potential hazards and associated risks while working, by providing the tools, resources, and programs to support our employees in making healthy lifestyle choices.

Embedding EHS values into our work culture through leadership involvement and accountability as well as empowering our employees to consider EHS in all aspects of their work and actively contribute to the reduction of EHS risks.

Continually Improve by establishing measurable goals and objectives to continuously improve performance of our EHS programs, track progress and communicate results.

We work with our business partners, suppliers, contractors and customers to promote responsible EHS practices, build trust and develop strong relationships.

### Awareness

We are committed to promote awareness of our mission to ensure Health and Safety as well as Environment Protection and Sustainability by enhancing our knowledge and skills through trainings, consultation, and participation of employees. We also identify the Process Safety Hazards do Risk Assessment and control through Technical, Organizational & Personal safety measures.

### Communication

We believe that reinforcing our reputation relies on open communication and dialogue with our stakeholders on EHS and sustainability issues.

We enhance competence of our employees, contract employees and all other stake holders through effective, transparent communication and training to enable them to demonstrate their involvement, responsibility and accountability for EHS compliance and improvement. We proactively promote communication with neighboring community through Mutual Aid Response Group (MARG) activities and fulfill our social responsibility for EHS protection to achieve social trust.

**Dr. Upendra Bahuguna**  
Managing Director

**ZYDUS TAKEDA HEALTHCARE PVT. LTD.**  
C-4, MIDC, Village Pawne, Thane Belapur Road,  
Vashi, Navi Mumbai - 400 703. Maharashtra, INDIA

Effective Date: 02 JUN 2022 Ver. No. 08

Next Review Date: 01 JUN 2024

