



Environment, Health, and Safety Policy

Purpose: The purpose of this policy is to outline Zydus Takeda's commitments to Environment, Health, and Safety (EHS) for the benefit of our patients, employees, partners, and the environment. Grounded in integrity, fairness, honesty, and perseverance, we aim to operate in a way that safeguards the health, safety, and well-being of all stakeholders while supporting our mission of Better Health and a Brighter Future.

Scope: This Policy applies to all Zydus Takeda directors, managers, employees, contractors, sub-contractors, transporters and affiliates under our operational control. In cases of conflict with laws or regulations, the most stringent requirements will be followed.

Key Principles:

- Prioritize patient well-being by acknowledging the link between environmental risks and global health.
- Proactively identify pollution prevention opportunities and minimize negative environmental impacts.
- Promote environmental sustainability through resource conservation, waste reduction, energy efficiency, and sustainable practices.
- Ensure a safe workplace by implementing innovative safety measures and empowering employees to contribute to risk reduction.
- Foster open communication with stakeholders to address EHS and sustainability concerns.
- We define role and responsibilities of each employee.
- We do not allow economical consideration to override Environment, Health and Safety.

Awareness: We commit to raising awareness of our mission through training, consultation, and participation in EHS activities. We conduct risk assessments, audits, and implement safety measures to protect our employees and the environment.

Communication: We prioritize transparent communication with stakeholders to enhance employee competence and accountability for EHS compliance. We engage with the community through Mutual Aid Response Group (MARG) activities to build trust and fulfil our social responsibility.

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