

ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY

Piramal Pharma Limited (PPL) being a responsible corporate citizen assumes its business and ethical responsibility to create a safe and healthy workplace for its employees and protect the environment. In living its values of Knowledge, Action, Care and Impact, the company continually strives toward EHS excellence.

The Policy is applicable to all our business operations. All personnel, which includes all directors, full and part-time employees, contractors, sub-contractors and consultants involved in conducting PPL's business, are subject to this policy.

The company shall:

1. Comply with applicable EHS regulations and participate with Government and industry in creating responsible laws, regulations and standards.
2. Identify EHS hazards and assess associated risks (aspects and impacts) through periodic assessments, implement necessary risk mitigation and control measures, and conduct audits.
3. Build and sustain an EHS culture through active and involved participation of employees and contractors.
4. Support sustainable development by encouraging and promoting waste minimization, energy efficiency and resource conservation.
5. Make EHS considerations a priority in the planning for new projects, products and processes, including upgradation of existing ones.
6. Integrate EHS considerations into planning and decision making in all areas, and shall continually strive to adopt the appropriate standards that reflect best practices in plant design, equipment selection and purchase, operation and maintenance, and selection and placement of personnel.
7. Remain committed to develop, manufacture, transport, store, use and dispose products safely and in an environmentally responsible manner with due consideration for occupational health and safety for its employees, contractors and others who may be involved and/or affected by its operations.
8. Provide for effective Industrial Hygiene and Occupational Health programs.
9. Apprise employees & contractors on workplace hazards, associated risks and arrangements to mitigate them, including Life Safety Rules.
10. Assess the training needs of employees and contractors and provide them necessary training to enable them conduct safe work; and ensure that EHS performance is an essential factor in appraising performance of all employees.
11. Record and investigate all incidents, share and implement the learning within the company with an objective to prevent re-occurrence, and maintain appropriate emergency response plans.
12. Provide resources required for the implementation and monitoring of this policy.

The Company firmly believes that the adherence to the policy is an integral part of the organizational culture, and all employees are responsible and accountable individually as well as collectively towards the same.



Nandini Piramal

Chairperson – Piramal Pharma Limited