



The purpose of this Policy is to:

- A. Effectively prepare for and respond to any major disaster or crisis faced by the organization with a focus to achieve its BCM Objectives.
- B. Emphasize the importance of availability of Neuland's critical business operations and the organization's commitment to its internal and external interested parties.
- C. Articulate Neuland's expectations and directions on BCMS across the Company and communicate the same to all relevant interested parties.

Neuland will attempt to ensure the availability, recovery, and continuity of the minimum operations (as established through formal Business Impact Assessments – BIAs). One-time plans may be additionally created to get back to BAU status.

Our BCM approach is aligned to our values.

Our BCM Objectives:

- A. Ensure the safety of employees and visitors in the office buildings
- B. Have documented plans to ensure the quick, effective execution of recovery strategies for critical business processes and products
- C. Implementation, maintenance, and improvement of BCMS in alignment with the International Standard ISO 22301:2019
- D. In doing so, be compliant with all applicable legal and regulatory requirements
- E. Become a reputed leader of BCM practice and a role model for other organizations in the Pharmaceuticals Industry
- F. Ensure protection of the customers and other stakeholder interests in case of any disaster
- G. Establish and utilise synergies between various programs like BCMS, Quality Management System (QMS), Information Security Management System (ISMS), Environment Management System (EMS), Energy Management System (EnMS), Employee, Health and Safety (EHS), Environment, Sustainability, and Governance (ESG) etc. to the extent possible.
- H. Move towards being a Resilient organisation over a long term.
- I. Embed BCM across the organisation at all levels.

Neuland commits to ensure availability of its critical processes and products through equipment, services, personnel, suppliers, infrastructure, and applications to its relevant interested parties and to continue its critical and essential business operations during a disaster or a crisis. This helps Neuland in meeting its internal and external interested parties' commitments, legal and regulatory obligations.

Signed:

A handwritten signature in blue ink, appearing to read 'D. Sucheth Davuluri', with a horizontal line underneath.

Sucheth Davuluri
Vice Chairman & CEO

