

Biodiversity Conservation and No Deforestation Policy

Neuland Laboratories Limited is committed to sustainability includes the protection of biodiversity and the prevention of deforestation across all facilities and operations under our control. This policy outlines our approach to conserving ecosystems, promoting sustainable land use, and engaging stakeholders in environmental stewardship.

Our Commitments

- Identify and protect areas of high biodiversity value within our operations.
- Conduct biodiversity risk assessments and implementing mitigation strategies.
- Develop biodiversity targets and management plans for controlled facilities.
- Support conservation projects and initiatives near our operational areas.
- Ensure that our operations do not contribute to deforestation.
- Promote the use of sustainable products and materials wherever feasible.
- Adopt sustainable land-use practices that maintain and enhance ecosystem services.
- Avoid activities that lead to land degradation or biodiversity loss.
- Collaborate with local communities, governments, and NGOs to support biodiversity conservation and sustainable land use.
- Promote awareness and education on biodiversity and deforestation issues.
- Ensure compliance with applicable biodiversity and forest conservation regulations.
- Report progress and challenges in implementing this policy to stakeholders.

Goals & Targets

Focus Area	Target	Baseline/Reference
Maintain Legal Compliance to biodiversity related laws and regulations	Ensure 100% compliance with applicable biodiversity and forest conservation regulations across all controlled facilities and operations	Regulatory register, facility-level compliance audit reports, and applicable national/state biodiversity laws

Focus Area	Target	Baseline/Reference
Biodiversity risk assessment	Complete biodiversity risk assessments for all controlled facilities	Facility-level environmental assessments
Conservation project engagement	Participate in at least 3 conservation initiatives by FY 2034	CSR and sustainability program records
Avoid deforestation, operation & Critical habitats and ecological sensitive areas	Ensure 100% of operations do not contribute to deforestation	Facility audit and land-use records

Responsibilities

Role	Responsibility
Neuland Management	Approve and oversee implementation of the commitment. Allocate resources and ensure governance.
Employees and Site Managers	Apply the policy in operations and report biodiversity-related concerns.
EHS Team	Conduct assessments, develop plans, monitor compliance, and lead stakeholder engagement.
Suppliers and Partners	Comply with biodiversity-related requirements and participate in relevant initiatives.

Communication and Review of the Policy

Neuland communicates and promotes the Biodiversity and No Deforestation policy to all employees, suppliers, and stakeholders. The policy is available online and displayed at relevant sites. Leadership is committed to support this policy by providing resources and accountability for implementation. The policy will be reviewed every three years and updated as needed based on new regulations, operational changes, lessons from incidents, stakeholder feedback, or as required by management.

Approval	Title	Date	Signature
Approved by:	Vice Chairman & CEO	1 st January 2026	

Revision

Biodiversity Policy V.1.0

Effective Date

1st January 2026