

Environment, Health, Safety and Sustainability Policy

Neuland Laboratories Limited is a leading manufacturer of active pharmaceutical ingredients and pharmaceutical intermediates. Neuland is committed to conducting business ethically, in compliance with all applicable laws and regulations, and in an environmentally sustainable and socially responsible manner. We aim to provide a healthy and safe work environment that promotes wellbeing of all stakeholders, including employees (inclusive of workmen), contract associates, and service providers. This policy reflects our care for people, the planet, and the communities where we operate. We strive for continuous improvement in our environmental, health, safety, and social performance.

We are committed to attain "Goal Zero" in terms of health, injuries, and environmental damage. To achieve this, Neuland shall.

- Establish and maintain an effective framework that promotes robust governance, transparency, and the development of a conducive environment while ensuring adherence to legal and statutory requirements, organisation's ethics, and values.
- Use and maintain equipment, systems, and facilities to ensure a safe working environment for all employees, contractors, visitors and neighbouring communities, regardless of their background, identity, or ability.
- Commit to setting specific, measurable targets and objectives to reduce adverse impacts and protect the environment. These include goals related to energy efficiency, waste reduction, water conservation, and emissions reduction.
- Use natural resources responsibly to reduce GHG emissions, water consumption, and waste generation, and implement appropriate strategies and practices to protect the climate for present and future generations.
- Adopt innovative methods and processes to minimise adverse impacts, reduce risks, enhance the reuse and recycling of wastes, prevent pollution, provide a healthy and safer work environment, and protect biodiversity and ecosystems.
- Engage suppliers to identify tangible and intangible benefits and to collaboratively explore opportunities for enhancing environmental and social performance.
- Promote cultural diversity, inclusivity, gender equality, equal opportunity, continuous learning, and providing a conducive work environment for all employees.
- Promote education, skill development, healthcare, nutrition, sanitation, gender equality, environmental sustainability, and community development through CSR initiatives to continuously improve social, environmental, and economic aspects of society.

- Foster collaboration and association by engaging with our value chain partners to enhance the quality and efficiency of operations and products and to minimize adverse impacts on environment.
- Strengthen environmental, occupational health, and safety management systems by leveraging effective technologies, continuous R&D efforts, and green chemistry process safety measures to build a conducive environment.
- Ensure that all employees and contract workmen understand their roles and responsibilities and are properly trained at all of levels of EHS & S, with a commitment to continuous improvement in knowledge and practices.
- Establish, implement, and maintain a process for consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and improvement actions of the EHS & S management system, ensuring ongoing enhancement and continuous improvement.
- Contributing to national and global commitments to the UN Sustainable Development Goals (SDGs) and UNGC.

Quantitative Targets

Focus Area	Target	Baseline/Reference
GHG Emissions	<p>Scope 1 & 2 (Near-Term) 58.8% absolute GHG emission reduction by FY 2034</p> <p>Scope 3 (Near-Term) 63.8% intensity reduction in indirect carbon emissions (including logistics) by FY 2034</p> <p>Scope 1, 2 and 3 (Long-Term) Net Zero in absolute emissions (subject to residual of ~10%) by FY 2050</p>	FY 2024
Health	Conduct Health checkups to all employees	Records
Safety	Zero accidents	Reporting
Employee Engagement	Conduct at least one environmental awareness campaigns annually	Records
Training	Ensure >95% of employees receive annual environment training	Training records.

Responsibilities

Neuland Management

Neuland's management validates the overall EHS&S vision and long-term roadmap, ensures adequate resources, and integrates safety and sustainability into new processes. They communicate responsibilities across all levels and provide leadership through the ESG Apex committee.

Head of EHS and Sustainability Manager

The Head of EHS and Sustainability Manager are responsible for strengthening policies and compliance frameworks, advising leadership, and ensuring audit and inspection findings are acted upon. They define objectives and performance indicators, build safety culture programs, allocate resources, and lead ESG core committee meetings to monitor sustainability performance.

Site Heads and HODs

Site Heads and HODs ensure that EHS&S policies are implemented and understood, employees are trained, and regulatory requirements are met. They oversee incident reporting, equipment inspections, and safe chemical processes, while fostering continuous improvement and contributing to ESG committee discussions.

Site EHS Leads

Site EHS Leads manage emergency response readiness, regulatory documentation, and statutory reporting. They conduct risk assessments, oversee environmental controls and waste treatment, organize training programs, monitor compliance systems, and lead site-level EHS initiatives in collaboration with other functions.

All Managers and Employees

Managers demonstrate visible EHS&S leadership and accountability, while employees comply with safety procedures, wear PPE, and intervene in unsafe situations. Together, they report and investigate incidents, promote responsible partnerships across the value chain, and drive continuous improvement in safety, health, and environmental performance across all operations.

Training

Neuland is conducting (during the on-boarding process and annually) employee training programs that are focused on operational safety, occupational health, and environmental protection by prevention of pollution at all levels of operations. Neuland monitors and documents all the training hours dedicated to EHS.

Communication and Review of the Policy

Neuland communicates and promotes the EHS & S policy to all employees and all stakeholders. The EHS policy is available online and displayed on site visual supports.

Neuland's leadership is committed to support this policy by providing the necessary resources and ensuring accountability. 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	1st January 2026	

Revision
EHS & S Policy V.7.0

Effective Date
1st January 2026