

WATER STEWARDSHIP POLICY

Neuland Laboratories Limited recognizes that water is an essential natural resource critical to life, ecosystems, and our operations. Neuland is committed to sustainable water management, minimizing water-related risks, reducing water consumption, and contributing to the long-term health of shared water resources.

This policy applies to all operations of Neuland Laboratories Limited, including production, utilities, laboratories, administrative buildings, warehouses, and associated facilities.

We commit to compliance with:

- Indian Central and State Pollution Control Board (CPCB/SPCB) regulations
- Neuland's sustainability objectives
- International best practices, including the Alliance for Water Stewardship (AWS) principles
- International standards such as ISO 14001, EcoVadis environmental performance standards and UNSDGs.

Neuland is committed to the following objectives:

- Efficient Use: Optimize water utilization across all operations by implementing water-efficient technologies and practices.
- Pollution Prevention: Prevent contamination of local water bodies by ensuring effective treatment of effluents prior to discharge into common effluent treatment plants.
- Rainwater Harvesting: Maximize rainwater harvesting to decrease reliance on freshwater sources.
- Water Stewardship: Reinforce and enhance water stewardship through workforce engagement via effective consultation and participation arrangements.
- Awareness and Training: Educate employees and contractors on water conservation and pollution prevention.
- Stakeholder Engagement: Collaborate with local communities and authorities to safeguard shared water resources.

Quantitative targets.

Focus Area	Target	Baseline	Timeline
Water Use Reduction	Reduce freshwater consumption per unit of production by 10%	FY 2024	FY 2030

Rainwater Harvesting	Increase rainwater harvesting capacity by year on year.	Not applicable	Continual improvement
Water Neutrality	Achieve 25% water neutrality	FY 2024	FY 2035
Water Neutrality	Achieve 100% water neutrality	FY 2024	FY 2050
Monitoring & Reporting	98% water metering and monthly reporting across sites	FY 2021	FY 2030

Responsibilities

EHS Team: Oversee policy implementation, monitoring, reporting, and local compliance; maintain water data and lead improvement programs.

Functional Heads: Support and implement water-saving initiatives within their departments and allocate resources for improvements.

Senior Leadership: Ensure accountability, approve targets, and provide resources aligned with ESG strategy.

Operations and Maintenance: Implement water-efficient practices, maintain systems, and ensure timely corrective actions.

Employees and Contractors: Follow water conservation practices, report leaks or inefficiencies, and participate in training.

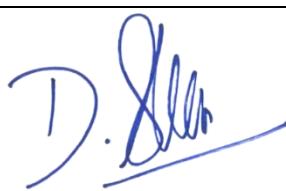
Procurement: Prioritize low-water and water-efficient equipment and materials in sourcing decisions.

Policy effectiveness and target progress will be tracked and reviewed monthly as part of the management review process. KPIs will be tracked and reported internally and Performance metrics will be validated through internal audits and assessments. Corrective actions will be taken promptly if deviations from targets or compliance standards are observed.

Communication and Review of the Policy

Neuland communicates and promotes the WS 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
Water Stewardship Policy V 1.0

Effective Date
1st January 2026