

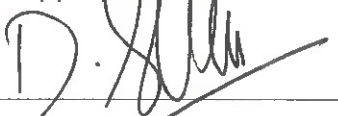
Environment, Health, Safety & Sustainability Policy

Neuland Laboratories Limited is a leading manufacturer of active pharmaceutical ingredients and pharmaceutical intermediates. Neuland is committed to conducting business in an ethical, legally compliant, environmentally sustainable, and socially responsible manner and providing a healthy, safe work environment and wellbeing of all employees, contract associates, and service providers. We care for our people, the planet, and the communities where we operate.

We are committed to striving to attain "Goal Zero" in terms of health, injuries, and damage to the environment.

- Establishing an effective framework that enables robust governance, transparency, and the development of a conducive environment while ensuring adherence to legal and statutory requirements, organisation ethics, and values.
- Using and maintaining equipment, systems, and facilities to provide a safe work atmosphere to our employees, contractors, visitors and neighbouring communities.
- Use natural resources responsibly to reduce GHG emissions, water consumption, and waste generation, and prepare through appropriate strategies and practises to protect the climate.
- Adopting innovative ways and processes to minimise adverse impacts, reduce risks, enhance reusing and recycling of wastes, prevent pollution, provide a healthy and safer work environment, and protect biodiversity and ecosystems.
- Engaging suppliers to identify tangible and intangible benefits and opportunities for enhancement of environmental and social performance.
- Cultural diversity, inclusivity, gender equality, equal opportunity, continuous learning, and enabling a conducive work environment for the employees.
- Promoting education, skill development, healthcare, nutrition, sanitation, gender equality, environmental sustainability, and rural development through CSR initiatives to continuously improve social, environmental, and economic aspects of society.
- Fostering collaboration and association by engaging with our value chain partners to enhance the quality and efficiency of operations and products.
- Strengthening the environmental, occupational health, and safety management systems by using effective technologies, continuous R&D efforts, and green chemistry process safety measures to build a conducive environment.
- Contributing to the national and global agenda of the UN Sustainable Development Goals (SDGs) with defined goals and targets

This policy is applicable to all Neuland Laboratories Limited operational facilities, global entities, and value chain partners. This policy shall be reviewed periodically for its suitability and updating, as necessary. This policy shall be communicated to all stakeholders through the most appropriate medium.



D. Sucheth Rao
Vice Chairman & CEO



Dr. D. R. Rao
Executive Chairman