

## **ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY (EHS&S) POLICY**

Wockhardt Ltd, and its subsidiaries is committed to highest standards of Environmental, Health, Safety and Sustainability performance. We strive to optimize operational excellence, reducing our impact on the environment and utilize our resources in a sustainable way. As part of our commitment to ensuring a safe and healthy work environment, Wockhardt actively takes steps to ensure the goal of Zero accidents and Environmental incidences through continual improvement of the applicable systems.

The EHS&S policy is applicable to all our manufacturing facilities, R&D, subsidiaries, business partners and interested parties concerned. We engage with our suppliers, service providers, and contractors to adopt EHS&S-systems in their operations for enhanced performance.

This policy is applicable to all Wockhardt employees, contractors and interested parties concerned. They are encouraged to comply with the requirements stated in this policy.

For the effective implementation of this policy, the leadership and the employees across various locations collaborate and collectively drive the EHS&S objectives.

As a responsible Pharmaceutical and Biopharmaceutical enterprise we are committed to enriching lives, to protect the environment, Occupational, health and safety across all our operations by adopting the following principles:

- Complying with all applicable laws, regulations, legal requirements and other requirements across all manufacturing locations.
- Integrating EHS&S aspects into the planning and decision making in all our business strategies and initiatives.
- Providing framework and resources for setting, reviewing, and achieving EHS&S objectives and targets. Continually evaluating and improving EHS&S performance through compliance, periodic audits, and effective documentation.
- Actively identifying and mitigating the environmental, health & safety risks which arise from our business operations, distribution and logistics network and supply chain.
- Contributing to reduced energy consumption and increased energy efficiency and seeking opportunities to use energy from renewable sources throughout the value chain, Optimizing resources to prevent pollution conserve energy, water and reduce waste and emissions, with scientific, safe disposal of Hazardous waste to approved sites.
- Providing adequate training and capacity building to employees, contractors, partners to raise awareness on EHS&S
- Encouraging employees to identify and report any unsafe acts & conditions including near miss, Environmental incidence and implement corrective actions to prevent work related injury or illness or impact on Environment.
- Use effective communication, consultation and participation of employees and contract workmen, interested parties concerned to maintain highest standards of EHS&S.
- Ensure a sustainable value chain by building a network of responsible business partners committed to environmental stewardship across the product life cycle.
- To conduct constant Research & Development and assimilate emerging technologies in plant, system & process towards enhancement of EHS&S matters.

This policy shall be reviewed periodically for its continued suitability and updated as necessary.

**Dr. Murtaza Khorakiwala**

**Managing Director**

**Date: 12/12/2022**