

HEALTH, SAFETY & ENVIRONMENT POLICY





Health, Safety & Environment Policy

Introduction :

Sustainability holds a crucial place in ADL's strategic framework. Health & Safety and Environment are key aspects of our sustainability objectives.

Ensuring Occupational Health & Safety and Environmental protection is paramount, especially in the Pharmaceutical and chemical industry. Apart from manufacturing, attention to health & safety and environmental concerns extends to transportation, storage, and handling of raw materials, intermediates, and products.

Regulations governing Pharmaceuticals and chemical industry operations worldwide are becoming increasingly stringent. Moreover, all stakeholders within the Pharmaceuticals and chemical value chain expect high standards of responsible conduct from each other.

ADL's policy underscores our commitment to providing a safe and healthy work environment for all employees, including contract workers. It outlines our core principles regarding health, safety, security, human rights, environmental protection, product quality, and processes, along with our intended implementation strategies.

We are committed to surpassing regulatory requirements in meeting Health, Safety, and Environment (HSE) standards and aim to set innovative benchmarks in this regard.

Scope :

This Policy is applicable to all aspects of our business operations, including subsidiaries under our direct management. Our operations encompass manufacturing locations, warehouses, offices, and R&D sites, as well as our employees, contractors, visitors, and other business partners working at these facilities. Furthermore, we encourage our business partners involved in our value chain, even if not directly under our control, to adhere to the guidelines outlined in our Policy.

Our Policy :

At Aarti Drugs Limited, we are dedicated to :

- **Compliance** : Actively complying with all relevant statutory, regulatory, and other requirements concerning health, safety, security, environment, quality, and human rights aspects.
- **Program Implementation** : Developing and executing health, safety, environment, quality, and security programs that foster a culture of HSSE (Health, Safety, Security, and Environment) through effective communication, participation, and consultation with relevant stakeholders.



- **Risk Minimization** : Minimizing risks associated with health, safety, security, and environment throughout the product life-cycle, from design and development to manufacturing, handling, storage, and distribution, while meeting the needs and expectations of stakeholders.
- **Decision Making** : Ensuring that HSE and Sustainability are primary considerations in all business decisions.
- **Injury Prevention** : Striving for an injury-free workplace with a zero-tolerance approach towards incidents or injuries to prevent injury and ill health.
- **Hazard Elimination** : Identifying and eliminating potential hazards and reducing the impact of HSE risks on all personnel, including customers and the community.
- **Advanced Techniques** : Adopting and implementing advanced techniques and digital tools such as safety audits, risk assessments, deviation management, and quality assurance to enhance HSE and security performance across the company.
- **Environmental Protection** : Protecting the environment by preventing pollution, conserving natural resources, minimizing waste, promoting resource reuse and recycling, and reducing environmental footprint across the value chain.
- **Responsible Care** : Establishing a Responsible Care management system and HSSE & sustainability practices through adequate procedures, controls, and governance, with defined responsibilities for employees, contractors, visitors, and other stakeholders.
- **Awareness and Training** : Promoting HSE and sustainability awareness among stakeholders through education and training initiatives.
- **Communication** : Transparently communicating HSE policy and sustainability performance to employees, contractors, customers, the community, business associates, and other interested parties.
- **Resource Allocation** : Providing sufficient financial and human resources for continuous improvement in HSE and quality management systems and practices throughout the product and process life-cycle.
- **Learning Organization** : Striving to become a learning organization to enhance HSE awareness and competency among all relevant stakeholders.



- **Objective Setting and Monitoring** : Setting, monitoring, benchmarking, and reviewing objectives and targets on HSSE performance, continually improving them through Occupational Health & Safety (OH&S) management programs and reducing environmental footprint initiatives.

Implementation :

The Policy will be implemented through the framework of Aarti Drugs Management Systems.

Responsibility :

The ADL Board and members of the Sustainability Department are in charge of creating, carrying out, and overseeing the Policy. This responsibility is conducted in accordance with local laws and relevant standards.

Governance :

The Policy is governed by the sustainability department of ADL.

Review :

The Health, Safety & Environment policy will undergo review to address any new risks, issues, or trends in our sector and operating environment, ensuring it remains relevant. By default, the policy will be reviewed every five years.

Prakash M Patil
Chairman and Managing Director

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