



Environment, Health and Safety (EHS) Policy

INDOCO REMEDIES LTD. is committed to achieving excellence in Environment, Health & Safety (EHS) performance and demonstrating leadership to create an injury free workplace and eco-friendly environment. INDOCO shall maintain controlled and documented systems and procedures which ascertain that we observe laws and regulations applicable to our operations and in accordance with INDOCO's commitment to Environment, Health & Safety.

The basic safety policy of INDOCO is to give Prime importance to the Safety and Health concerns of the individuals in regards to task undertaken by the individual. Each Indoco employee at all levels shall have a personal responsibility to take due care and follow EHS rules. They should also have a responsibility to counsel or caution others of potential hazards and unsafe activities.

The EHS commitment shall be executed by:

- Complying with the applicable EHS legislation and statutory, regulatory and other requirements.
- Formation of a safety committee and assigning responsibilities at all levels of the management for better coordination and implementation of the policy and to recommend, develop and review EHS performance.
- Identifying hazards, assessing risks and implementing effective control to prevent cause and mitigate possible consequences.
- Holistically managing health and wellness of employees.
- Continuously improving our Environment, Health & Safety (EHS) by conserving natural resources, preventing pollution and providing safe workplace and products.
- Contributing to sustainable development by establishing and implementing scientifically tested environmental standards and meeting the requirements of relevant laws, regulations and codes of practice.
- Ensuring safe handling, storage, usage and disposal of all hazardous substances or materials.
- Reducing waste, conserving energy, and promoting recycling of waste materials wherever possible.
- Creating a sense of responsibility in every employee towards personal safety, as well as that of co-employees who may be affected by the employee's actions.
- Providing and maintaining facilities, equipments, operations and working conditions which are safe for employees, visitors and contractors at the INDOCO premises.
- Providing appropriate training and disseminating information to enable all employees to accept individual responsibility for Environment, Health and Safety, implementing best practices, and working in collaboration to create a culture of continuous improvement.
- Integrating environment, health and safety concept into business and operations planning and decision making.

A handwritten signature in black ink, appearing to read 'Sundeep V. Bamboikar', is written over a horizontal line.

For Indoco Remedies Ltd.

Mr. Sundeep V. Bamboikar

(Joint Managing Director)

**CONTROLLED
WHEN IN RED**