



SUSTAINABILITY POLICY

Indoco Remedies Limited ambition is to continuously develop the business from a broad and long term perspective – to conduct a profitable and sound business today without compromising the opportunities to do so in the future. This means company strives to serve as a good corporate citizen, which not only takes responsibility for its own development, but also its impact on all people, the environment and society generally. We firmly support the United Nations sustainable development goals particularly those relating to the responsibility of business to manage currently available resources and to protect our natural environment, society from any adverse impacts.

Our sustainability principles:

A society for our future — inspiring the next generation; investing in communities; developing sustainability knowledge and skills; and creating a healthy, safe and secure workplace.

An environment with a future — supporting a low carbon economy; demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.

A responsible business of the future — influencing and supporting sustainable economic growth with strong governance, integrity and accountability; being part of a global business while recognizing the responsibility and the importance of providing local services without compromising future generation's business needs.

Indoco Remedies Limited is committed to:

- Establishing, promoting, maintaining and improving a culture of sustainability and responsibility by staff, our supply chain, and broader stakeholders.
- Sustainability work conducted from a triple bottom line perspective, which considers business, social and environmental aspects.
- Understanding how Global Societal Megatrends will affect our business strategies globally, and locally contributing to and improving social value and community benefits.
- Improving resource efficiency, including the use of water, energy (including transport-related energy usage) and raw materials
- We continue to innovate with our product design to best ensure that that our products are easily resource-recovered, as we work towards a closed loop manufacturing process.
- Ensuring that sourcing throughout our supply chain remains environmentally and socially responsible, including our prohibitions against the use of conflict minerals and products from unsustainable agriculture.
- Committed to providing timely management review of sustainable business operating procedures and practices. We commit to track measurement and report on our performance of the implementation of sustainability practices with a commitment of continual improvement in these areas.
- Increasing awareness of climate change and improving the assessment of climate-related risks, including the development of appropriate mitigation measures.
- Increasing the development of strategies which will be of benefit to human health and wellbeing.
- Improving and assessing our environmental performance by investing in training, awareness, systems, tools and an assurance program.
- Monitoring our sustainability performance and progress.