



ENVIRONMENT, HEALTH & SAFETY POLICY

We at SUN PHARMA consider environment, health and safety protection as an integral part of our business. We are committed to the principles of sustainable development. As part of this commitment, we shall protect the environment in which we operate and ensure the health, safety and well-being of our employees, contractors, visitors, communities and the wider environment. This is inclusive of our aim to further our contribution to climate change action and align business activities with Nationally Determined Contributions (NDC) and international frameworks.

We shall strive to achieve a 'Zero Harm' target in terms of incidents, injuries to people and damage to environment by:

- Complying with all applicable legislations and other requirements.
- Conducting active R&D and technology planning in new process development and continuously review and improve existing process to minimize the adverse impact on safety, health and environment.
- Using and maintaining equipment, systems and facilities to provide a safe work atmosphere to our employees, contractors, visitors, neighbouring communities and aim towards becoming an incident and injury free company.
- Establishing business practices that utilize resources in an optimal manner by integrating sustainability principles like reduce, reuse, recycle, recover, replenish (5R) into all aspects of our business.
- Undertaking impact assessments and implementing best practices with regard to water management, waste management, emissions, climate change mitigation, protection of biodiversity and ecosystems across the facilities.
- Continually improving EHS performance by setting and reviewing EHS objectives & targets periodically by the management. The EHS team is responsible for implementation of this policy.
- Educating, training & motivating employees and contractors to conduct their activities in a safe and environmentally responsible manner.
- Embedding EHS fundamentals into the fabric of the business including due diligence, mergers, and acquisitions by implementing management Systems, EHS governance and risk management approach to address risks & opportunities and impacts from our product, services & activities.
- Interacting and communicating openly with all key stakeholders for improving environment, health and safety performances.

All SUN PHARMA employees as well as customers, business partners, contractors, suppliers, distribution & logistics, consultants and visitors to SUN PHARMA owned and/or operated locations are required to comply with this policy and actively support its implementation by:

- Taking personal responsibility for the safety and welfare of themselves and others as a condition of employment.
- Ensuring that they have the knowledge, tools and processes needed to perform their work safely and protect the environment.
- Following all company procedures and rules that protect the health & safety of individuals and the environment.
- Promptly reporting EHS incidents and proactively correcting conditions & behaviours at the workplace that could harm individuals or the environment.
- Participation and consultation in our EHS programme and contributing to its continuous improvement.
- Displaying this policy promptly at each site and department to bring it to the attention of all.

By doing so, you will help SUN PHARMA attain the target of 'Zero Harm', while reducing our use of natural resources.

Every moment
makes a difference



KIRTI GANORKAR
MANAGING DIRECTOR

September 25, 2025