



STRIDES PHARMA SCIENCE LIMITED

ENVIRONMENT, HEALTH, AND SAFETY POLICY & FRAMEWORK

(Policy Owner – EHS Head)



1. INTRODUCTION

At Strides, we are deeply committed to upholding a safe, healthy, and environmentally responsible workplace. We prioritize the proactive management of Environmental, Health, and Safety (EHS) risks across our operations, ensuring full compliance with applicable laws and regulations. This approach includes not only operational and process safety but also comprehensive preparation for emergencies and crises.

We focus on cultivating a workplace where employees, contractors, and stakeholders are held to the highest EHS standards. By doing so, we aim to promote a safe working environment, minimize our ecological impact, and drive sustainability efforts throughout the organization. This policy framework outlines our strategy for managing EHS risks, reinforcing our dedication to protecting both the environment and the well-being of our workforce, while integrating sustainability principles into every facet of our business operations.

2. OBJECTIVES

At Strides, we are committed to fostering a safe and sustainable environment, ensuring the health and well-being of our employees, stakeholders, and the communities in which we operate. Our Environmental, Health, and Safety (EHS) Policy Framework reflects our corporate responsibility to minimize environmental impacts, maintain the highest safety standards, and comply with regulations, as applicable. We aim to drive innovation in sustainability and safety within the pharmaceutical industry, contributing positively to the environment and society.

3. SCOPE

This policy framework applies to all employees, contractors, suppliers, and key business partners, Joint ventures (JVs) across all global operations, including manufacturing sites, research facilities, distribution centers, and offices. It encompasses all products and services, including pharmaceutical Research & Development, Manufacturing, Storage, Waste management, and Transportation activities.

4. OUR EHS PRINCIPLES

4.1. REGULATORY, STATUTORY COMPLIANCE AND GOVERNANCE

- **Compliance Monitoring:** We commit to full compliance with all applicable environmental, health, and safety regulations. Dedicated teams will monitor and ensure all regulatory and statutory requirements are met and exceeded where possible;
- **Regulatory Updates:** Strides will establish an internal regulatory update mechanism to track changes in EHS laws and guidelines. Compliance programs will be updated accordingly to ensure proactive alignment with emerging legislation;



- **Internal Audits:** Strides will perform regular internal audits and risk assessments to evaluate EHS performance and compliance, with a focus on identifying gaps and implementing corrective actions promptly.

4.2. OCCUPATIONAL HEALTH AND SAFETY PRACTICES

- **Workplace Risk Assessment:** A comprehensive risk assessment process will be employed across all sites to identify hazards related to chemicals, machinery, biological agents, and operational processes. We will implement risk mitigation strategies for all identified hazards;
- **Standard Operating Procedures (SOPs):** SOPs will be developed for every critical process, including handling hazardous materials, equipment operations, and emergency responses. Regular updates to SOPs will reflect best practices in the pharmaceutical sector;
- **Health Surveillance:** Periodic health check-ups and occupational health monitoring will be conducted for employees, particularly those working in high-risk areas (e.g., chemical exposure, laboratory environments);
- **Personal Protective Equipment (PPE):** Strides will provide appropriate PPE, including respiratory masks, gloves, safety goggles, and specialized protective gear for specific laboratory or production environments. PPE usage will be strictly enforced, and employees will receive training on its proper use;
- **Incident Reporting and Management:** A robust incident reporting system will be in place, ensuring every incident or near miss is reported, investigated, and followed by corrective actions. Lessons learned from incidents will be communicated organization-wide;
- **Behavioral Safety Programs:** Strides will implement behavioral safety initiatives to promote a culture of safety across the organization. Employees will be encouraged to report unsafe behaviors, and regular safety awareness campaigns will be organized;
- **Occupational Health Programs:** Specialized programs focusing on stress management, and mental well-being will be available to all employees to foster a healthy workplace culture.

4.3. ENVIRONMENTAL SUSTAINABILITY

- **Climate Action and Energy Efficiency:** We aim to minimize our carbon footprint by adopting energy-efficient technologies and increasing the use of renewable energy in our manufacturing sites and research facilities. Target setting concerning energy consumption and Scope 1, 2, and 3 emissions will help monitor our progress regularly;
- **Water Stewardship:** Strides is committed to reducing water consumption across all operations, especially in water-stressed regions. Measures will include water recycling, rainwater harvesting, and using advanced water treatment technologies;



- **Waste Management:** Strides has in place a waste management system that prioritizes reduction, reuse, and recycling. Pharmaceutical waste management programs will ensure safe disposal of expired, unused, and excess drugs, in line with environmental regulations.

4.4. CONTINUOUS IMPROVEMENT AND INNOVATION

- **EHS Performance Metrics:** We will establish clear metrics and key performance indicators (KPIs) to measure our environmental impact, workplace safety, and health outcomes. Regular reports will track progress against these targets;
- **EHS Innovation:** Strides will continuously invest in research and development of new technologies that improve environmental outcomes and enhance worker health and safety;
- **External Certifications:** Strides aims to maximize coverage of its facilities' management systems through globally recognized certifications such as ISO 14001 for Environmental management, ISO 45001 for Occupational Health and Safety, ensuring we meet the highest industry standards.

4.5. STAKEHOLDER ENGAGEMENT AND TRANSPARENCY

- **Employee Participation:** Strides will promote a culture of open communication regarding EHS issues. Employees at all levels will be encouraged to participate in safety committees, submit suggestions, and report hazards without fear of retaliation;
- **External Engagement:** We will collaborate with regulatory bodies, local communities, and industry associations to ensure that our EHS initiatives align with stakeholder expectations and broader industry goals.

5. ROLES AND RESPONSIBILITIES

5.1. BOARD OF DIRECTORS, INCLUDING BOARD COMMITTEE

The governance framework for overseeing our policy is firmly rooted in the leadership and strategic direction provided by the highest governing body within our organisation under the advisement of the board-level Risk Management and Sustainability Committee (RM&SC). This committee operates with a clear mandate to ensure that all sustainability initiatives align with our core values and strategic objectives, while meeting regulatory and stakeholder expectations.

5.2. SENIOR LEADERSHIP AND MANAGEMENT

- **Governance:** Develop and endorse the EHS policy framework, ensuring alignment with business goals and regulatory requirements. Provide necessary resources for implementation and review EHS performance;
- **Compliance:** Ensure adherence to applicable EHS regulations and maintain mechanisms to monitor updates in relevant laws.



5.3. EHS MANAGEMENT TEAM

- **Policy Framework Implementation:** Enforce EHS policy framework, update SOPs, and monitor compliance across all sites;
- **Risk Management:** Conduct regular risk assessments and audits. Ensure prompt incident reporting and participate in investigations;
- **Training:** Design EHS training programs and ensure staff readiness for emergency situations.

5.4. SITE MANAGERS AND SUPERVISORS

- **Local Compliance:** Ensure day-to-day adherence to EHS SOPs, monitor operations for risks, and enforce PPE use;
- **Incident Management:** Oversee incident reporting and corrective actions, and facilitate emergency response;
- **Employee Engagement:** Encourage safety awareness and promote active participation in EHS programs.

5.5. EMPLOYEES

- **Adherence to Protocols:** Follow all EHS guidelines, wear PPE, and report hazards or unsafe conditions;
- **Participation:** Engage in EHS training, emergency drills, and safety initiatives, contributing to a safe workplace.

5.6. CONTRACTORS AND SUPPLIERS

- **Compliance:** Follow Strides' EHS SOPs and ensure employees and subcontractors are trained in safety practices;
- **Incident Reporting:** Report any hazards or incidents immediately and cooperate with investigations.

6. TRAINING AT STRIDES

At Strides, ensuring safety and environmental protection is a collective responsibility shared by all employees and contractors. Each individual, whether working on-site, in the office, or in a leadership role, has defined EHS responsibilities. We expect our workforce, including vendors and suppliers, to actively contribute to EHS excellence. To support this, everyone is required to complete their designated EHS training promptly.



Our training programs are designed to help employees understand and meet the various EHS obligations, including those at the corporate and site-specific levels. These trainings are tailored to enhance your skills relevant to your role, ensuring you are equipped to meet your responsibilities safely and efficiently. Compliance with the training schedule will be monitored across all sites to ensure that it effectively fosters a safer, more environmentally responsible workplace.

7. GRIEVANCE AND FEEDBACK MECHANISM

At Strides, we promote a culture of open communication and actively encourage feedback to enhance our EHS practices. All employees and contractors are empowered to raise concerns or report potential violations related to EHS through online or offline channels.

- **Reporting Concerns:** Individuals are invited to report any EHS-related issues, unsafe practices, or violations through our dedicated EHS online portal / grievance mechanism. This encompasses incidents involving safety breaches, environmental concerns, and non-compliance with EHS protocols;
- **Seeking Feedback:** We value input from our workforce and actively seek feedback on our EHS processes. Employees and contractors are encouraged to share their suggestions and observations to help us continually improve our Safety, Health, and Environmental performance;
- **Investigation and Resolution:** All grievances and feedback will be promptly investigated and addressed in a fair and transparent manner. Strides is committed to resolving all concerns effectively while maintaining the confidentiality of the reporting individual.

Through this mechanism, Strides reinforces its dedication to fostering a safe and responsible workplace, ensuring continuous improvement in our EHS performance.

8. REVIEW

EHS Head along the respective EHS site team shall conduct a periodic review of this policy framework to maintain alignment with organisational objectives and regulatory requirements. The Management may, based on the recommendations of the EHS Head, make any amendments to this policy from time to time.
