

CAPLIN POINT LABORATORIES ENVIRONMENT, HEALTH & SAFETY POLICY

1) PREAMBLE

Caplin Point Laboratories Limited (Caplin) regards the protection of human health, safety and the environment as essential components in the success journey of the company. In order to uphold our commitment, we must safeguard the health, safety, and general welfare of our employees, contractors, local communities, and the environment at large. This includes advancing our efforts to combat climate change and coordinating our business operations with Nationally Determined Contributions (NDC) and global frameworks.

2) OBJECTIVE

We are committed to undertaking ecologically and socially responsible business activities in order to save the environment and limit its negative consequences on society at large.

In order to ensure adherence to the law and statutory requirements, we aim to establish an effective framework that allows for strong governance, transparency, and the development of a supporting environment.

3) PRINCIPLES

The company shall:

- Comply with all the applicable regulations and standards for governance of Health, Safety and environmental policies.
- Endeavour to get itself certified under local/ international standards on Environment, Health and Safety.
- Have culture in which protecting the health and safety of employees, associates, contractors, stakeholders and the environment is considered as a core value.
- Support sustainable development by engaging in promotion of waste minimizing, energy and resource conserving policies across its business.
- Commit to safe manufacture, transportation, storage, use, and disposal procedures in compliance with all relevant environmental laws and occupational health and safety rules.
- Promote and hold training session for Industrial safety and Occupational Health programs and apprise employees and contractors on workplace hazards, associated risk and arrangements to mitigate all such risks.
- Prioritize suppliers who ensures reduction in environmental impact, sustainability and good Industry practice.
- Report, Record and investigate all incidents transparently with an objective to prevent re-occurrence.
- Maintain appropriate emergency response plans.
- Make this policy priority in planning for new projects, products and processes.

- Establish and maintain an EHS management system that facilitates a structured approach to the management of EHS risk.
- Routinely monitor and review EHS performance to achieve continual improvement.

4) FOR ENVIRONMENTAL PROTECTION

To support our environment conscious business strategy and further our aspirations to become a carbon neutral firm, our endeavors shall be to-

- Utilize natural resources wisely to cut back on water consumption and reduce dependency on freshwater withdrawal through rainwater harvesting programs.
- Emphasize on renewable energy projects to minimize electricity consumption. Reduce dependency on conventional sources of energy.
- Effectively manage our emission and effluent levels to be within the statutory norms and also installing responsible manufacturing practices to induce carbon neutral/positive production.
- Adopt innovative ways to minimize adverse impact on environment, reduce generated waste such as plastic waste, bio-medical waste, hazardous waste etc and recycle wastes and prevent pollution.
- Sound management of chemicals through their entire life cycle in accordance with international best practices/ frameworks and reduce their release to air, water & soil.
- Integrate environment related risks and opportunities as part of strategy & risk management process.
- Structure the operations and its activities in a manner that will promote sustainable management of forests, maintain ecological balance and protect biodiversity.
- Assess potential targets for acquisition or business expansion from the perspective of environmental compliance and sustainability in addition to business parameters.

5) FOR HEALTH

- Provide the employees (including permanent, contractual, casual workmen, trainees, apprentices etc) access to quality health care facilities to handle any eventuality.
- Provide adequate training to the employees on effectively managing their health taking into account the occupational hazards, exposure to chemicals and other factors.
- Making available First Aid equipments/ medicines in every department/section and maintenance thereof to support emergency response in case of accidents and other eventualities.
- Provide adequate protective equipment to employees who are involved in hazardous activities.
- Supporting annual/ periodical health check-up of employees

- Ensuring tie-up with nearest hospitals to manage emergency situations that cannot be handled at the factory

6) FOR SAFETY

- Any accident, however trivial it may be, shall be reported. A team comprising of members of EHS Committee or any sub-Committee thereof shall investigate and find out the probable cause and suggest preventive measures. The recommendations suggested by team shall be implemented.
- The company and its employees shall strive to achieve zero accident on sustainable basis.
- Portable fire extinguishers of required type and capacity shall be installed at appropriate places. Members shall be imparted training to operate firefighting equipment's.
- Preparation of On-site emergency plans, conducting of regular mock drill and evacuation program.
- Encouraging use of personnel protection equipment (PPE) like Head Gear, Caps, Ear Plug/Muff & Dust Mask, Gloves, Safety Belts, Gumboot, Apron & Goggles etc.
- Examination of equipment at regular intervals by internal as well as external agencies to ensure that they are operating safely.
- Dissemination of relevant information to employees relating to general safety, equipment operating safety and cautioning through visual media.
- Development of safety culture, enforcement of safety rules and accepted safe practices.

7) EHS COMMITTEE

Each unit where the Company carries out manufacturing operations shall constitute an EHS Committee with the employees of that unit as members which shall also include the senior management located in that unit. The EHS Committee shall be inter-alia responsible for the following:

- Supporting continuous improvement of healthy and safe workplaces, founded on the principles that the effective management of health, safety, wellness and concern for the environment.
- Reviewing and assessing on an ongoing basis the Company's EHS performance and Strategic Initiatives
- Reducing EHS risks wherever possible by providing leadership, focus and guidance to Management
- Reviewing and assessing on a quarterly basis, the EHS performance of the Company
- Providing continuing education of EHS issues, best practices, legal requirements and trends to the Board.

8) AMENDMENTS

Any amendments to this policy shall be approved by the Board.
