

*It is the policy of Gland Pharma Ltd. to protect the Health and Safety of our employees, contractors, customers and others related with our operations and to conduct all activities in an environmentally and socially responsible manner. We are committed to this policy as an integral part of being the pioneers in Heparin technology in india*

*Senior corporate Management shall ensure alignment of business strategy with this EHS policy and confirm the commitment to :*

- *Carry operations in accordance with all applicable legal and other requirements.*
- *Respond to community concerns regarding EHS and address proactively in our operations.*
- *Make every effort for incident free workplace through employee involvement and robust EHS programs by providing safe and healthy working conditions for the prevention of work related injuries and ill health.*
- *Minimize EHS impact on all stakeholders with whom we do business.*
- *Strive continuously to improve EHS performance in preventing pollution and incidents by using resources more efficiently and eliminate hazards and reduce OHS&S risks.*
- *Train and motivate employees to conduct their activities in safe and environmentally responsible manner, both on and off the job.*
- *Participation and consultation of workers and worker's representatives.*
- *Conduct health check-ups of employees at periodic basis which will include setting and review of EHS objectives and targets for promoting continual improvement.*
- *The policy will be communicated to all employees and will be available to all stake holders on their request.*
- *The senior Corporate Management Committee has overall responsibility to implement the policy and review it on a periodic basis.*
- *The policy applies to all Gland Pharma Limited employees and facilities all over the country.*



Srinivas Sadu

Managing Director & Chief Executive Officer