



GLAND PHARMA LIMITED

Environment, Health and Safety (EHS) Policy Statement

At **Gland Pharma Limited**, we are committed to achieving excellence in Environment, Health and Safety (EHS) management across all our operations. We strive to conduct our business in a manner that protects the health, safety and well-being of our employees, contractors, customers and the communities in which we operate, while minimizing our environmental impact and promoting sustainable business practices. This commitment is embedded in our corporate values, leadership approach and long-term growth strategy.

To achieve these objectives, we shall:

- Comply with all applicable environmental, health and safety laws, regulations, standards and other obligations relevant to our business activities.
- Integrate EHS considerations into strategic planning, business decision-making, operational processes and risk management frameworks.
- Foster a strong culture of safety and responsibility through visible leadership commitment, employee engagement, accountability and continuous awareness.
- Continually improve our EHS performance by preventing occupational injuries, illnesses and incidents, identifying and eliminating hazards, and reducing health and safety risks through effective controls and management systems.
- Promote the efficient and sustainable use of natural resources, minimize waste generation, reduce emissions, conserve energy and water, and prevent pollution across our operations.
- Support the physical and mental well-being of our employees through preventive healthcare measures, periodic health assessments, wellness programmes and appropriate support initiatives.
- Encourage the participation, consultation and involvement of employees and their representatives in matters relating to environment, health and safety.
- Establish measurable EHS objectives, targets and performance indicators, and periodically monitor and review progress to drive continual improvement.
- Provide appropriate resources, training, competence development and awareness programmes to ensure effective implementation of this Policy.
- Maintain transparent and timely communication of our EHS commitments, performance and initiatives to relevant stakeholders.

This Policy shall be implemented across all our operations and shall be reviewed periodically to ensure its continued relevance, effectiveness and alignment with our business objectives, stakeholder expectations and evolving regulatory requirements.

S. Srinivas

Srinivas Sadu
Executive Chairman



Regd. Office:

Survey No. 143-148, 150 & 151, Near Gandimaisamma 'X' Roads
D.P. Pally, Dundigal, Dundigal-Gandimaisamma Mandal
Medchal-Malkajgiri District, Hyderabad 500043, Telangana, India
Tel: +91-40-30510999 Fax: +91-40-30510800

Corporate Office:

Plot No. 11 & 84, TSIC Phase: IV
Pashamylaram (V), Patancheru (M), Sangareddy District
Hyderabad 502307, Telangana, India
Tel: +91-8455-699999