



Natco Pharma Limited

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Environment, Health & Safety Policy

We, at NATCO Pharma Limited, (NATCO or Company), recognize our responsibility to protect the environment and aim for sustainability in all aspects of our operations. We aim to maximize operational efficiencies while minimizing our impact on the environment and utilize the resources in a judicious manner. We are committed to providing a safe and healthy work environment.

This applies to the employees and the top management in compliance to all the applicable legal and other compliance regulations.

For the effective implementation of this policy, the leadership and the employees collaborate and collectively drive the environment, health, safety & sustainability objectives by:

- Complying with all the applicable legal and other compliance obligations.
- Integrating EHS requirements into all aspects of our business operations.
- Adopting 3 R principles – Reduce, Reuse and Recycle for resource conservation and continual improvement.
- Creating an injury-free and healthy workplace by eliminating or reducing hazards and at-risk behaviors by controlling OH&S risks using the hierarchy of controls and promote wellness.
- Creating safety, health, and environmental awareness and developing knowledge and skills through training to all employees, contractors, and our business associates.
- Encourage interaction among cross functional teams and employee feedback on EHS aspects, promoting culture of collective decision - making process.
- Continuously explore the opportunities for achieving the water neutrality & carbon neutrality, addressing climate change aspects
- Benchmarking our sustainability performance against industry best practices and striving to adopt innovative solutions and technologies to improve our sustainability performance.
- Communicate the policy by displaying at all the sites and on company website.
- Provide necessary resources for effective implementation and monitoring of this policy.

This policy applies to all our research, manufacturing operations and business facilities. We encourage our suppliers to adopt safe, healthy, and environmentally responsible practices.

Review:

This policy shall be reviewed annually and updated for its sustainability.

Date: 12/08/2024

Rajeev Nannapaneni
CEO & Vice Chairman