

# BIOCON LIMITED POLICY DOCUMENT

## ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

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## ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

### 1. Introduction:

#### 1.1 Purpose:

Biocon Limited is dedicated to ensuring the highest standards of Environmental, Health, Safety, and Sustainability (EHSS) across its operations. Every individual working at Biocon is expected to prioritize their personal well-being, contribute to the safety of colleagues, and actively protect the environment. This policy is aligned with Biocon’s Code of Conduct and underscores the Company’s commitment to maintaining a safe and healthy workplace, complying with occupational health and safety regulations, and fulfilling its environmental sustainability goals.

#### 1.2. Scope and Applicability:

##### 1.2.1. Scope

The scope of this policy is applicable to all locations where Biocon Limited and its subsidiaries have a presence. Biocon Biologics Limited (and its subsidiaries) and Syngene International (and its subsidiaries) are excluded from the scope of this policy.

##### 1.2.2. Applicability

This policy is applicable to all employees, contractors and visitors at Biocon.

#### 1.3. Roles and Responsibilities

Role	Responsibility
Board	<ul style="list-style-type: none"> <li>Periodically review EHSS performance.</li> <li>Provide strategic direction and support.</li> </ul>
Executive Leadership Team	<ul style="list-style-type: none"> <li>Oversee policy implementation.</li> <li>Foster a culture of continuous improvement.</li> <li>Monitor EHSS KPIs and report insights to the Board.</li> </ul>
Head - EHSS	<ul style="list-style-type: none"> <li>Ensure EHSS policy implementation.</li> <li>Communicate policy to all relevant stakeholders.</li> <li>Regularly update policy, systems, and processes.</li> </ul>
EHSS Team	<ul style="list-style-type: none"> <li>Implement EHSS programs and set performance targets.</li> <li>Lead by example and uphold EHSS values.</li> </ul>
Employees/contract employees/visitors	<ul style="list-style-type: none"> <li>Adhere to EHSS policy, procedures, and safety protocols.</li> <li>Promote a safe and sustainable workplace.</li> </ul>

### 2. Principles:

At Biocon Limited, we are committed to conducting our operations with utmost consideration for Environmental, Health, Safety and Sustainability. Our policy encompasses the following key aspects:

**2.1. Compliance to Legal Requirements:** Strict adherence to all applicable environmental, health, safety, and sustainability laws in every region we operate in. Commitment to ethical business practices and adherence to all applicable laws and regulations.

- » Regular training and awareness programs for employees on compliance matters.

**2.2. Energy Consumption & GHGs:** Commitment to minimizing energy consumption and reducing greenhouse gas emissions through efficient technologies and renewable energy.

- » Adoption of innovative technologies that enhance energy efficiency and reduce emissions.
- » Continuous monitoring and reporting of energy usage and greenhouse gas emissions.

**2.3. Biodiversity:** Recognition and protection of local ecosystems and biodiversity hotspots in operational areas.

- » Conducting impact assessments to identify and mitigate effects on local ecosystems.
- » Engaging with local communities to support biodiversity conservation initiatives.

**2.4. Water:** Dedication to responsible water use and quality preservation through effective management.

- » Implementation of water-saving technologies and practices across operations.
- » Regular monitoring of water quality and usage to ensure sustainability.

**2.5. Local & Accidental Pollution:** Commitment to preventing pollution and managing waste responsibly to protect communities and the environment.

- » Establishing emergency response plans to address accidental releases and pollution events.
- » Continuous assessment of potential pollution sources and mitigation strategies.

**2.6. Materials, Chemicals & Waste:** Prioritization of reducing waste, promoting recycling, and ensuring safe disposal of chemicals and hazardous materials.

- » Promoting a culture of waste reduction and responsible materials management.
- » Ensuring safe storage and disposal of hazardous materials to minimize risks.

**2.7. Environmental Services & Advocacy:** Active engagement in environmental advocacy and support for sustainability initiatives.

- » Actively participating in community outreach programs focused on environmental education.
- » Supporting local community initiatives that align with Biocon's sustainability goals.

**2.8. Process Safety & Contractor's Safety: Implementation of robust process safety management systems to prevent accidents and protect employees and communities.**

- » Regular safety training to all stakeholders, including employees and contractors. Also, conducting audits to ensure compliance with safety standards.
- » Engaging contractors in safety programs to foster a shared commitment to safety.

**2.9. Product Use: Design of products with a focus on environmental sustainability throughout their lifecycle.**

- » Incorporating sustainability considerations into product design and development processes.
- » Evaluating the environmental impact of products throughout their lifecycle.

**2.10. Customer Health & Safety: Provision of products and services that prioritize customer safety, health, and transparent communication.**

- » Conducting rigorous safety assessments for all products and services offered.
- » Providing clear and transparent communication regarding product safety information.

**2.11. Responsible Value Chain: Collaboration with suppliers and stakeholders to promote sustainability and minimize environmental impacts.**

- » Collaborating with suppliers to promote sustainable practices throughout the supply chain.
- » Regularly assessing supplier performance on sustainability metrics.
- » Conducting capacity building trainings to our value chain partners.

**2.12. Consultation and participation: Cultivation of a culture of safety and sustainability through established channels for employee feedback.**

- » Establishing formal feedback mechanisms for employees to voice concerns and suggestions.
- » Promoting a culture of open communication regarding safety and sustainability matters.

**2.13. Commitment to Continual Improvement: Ongoing improvement of EHSS standards by adopting best practices and data-driven insights.**

- » Regularly reviewing and updating EHSS standards based on best practices and new insights.
- » Encouraging employee involvement in identifying areas for improvement.

**2.14. Safe and Healthy Working Conditions Assurance of a safe and healthy workplace through risk assessments, ongoing training, and tailored emergency preparedness plans.**

- » Conducting routine risk assessments to identify potential hazards in the workplace.
- » Providing comprehensive training programs focused on health and safety practices.

**2.15. Objectives and Targets: Establishment of measurable objectives and targets to enhance EHSS performance through stakeholder engagement.**

- » Setting specific, measurable goals for EHSS performance and tracking progress.
- » Engaging stakeholders in the development and review of objectives and targets.

### 3. Objectives & Targets:

At Biocon Limited, our commitment to EHS sustainability encompasses climate, nature, and the safety of all individuals. These goals are integral to our overall priorities and ESG approach, reflecting our dedication to creating long-term value for all stakeholders and meeting the needs of patients and society.:

- Zero Fatalities: Ensuring the safety and well-being of every individual remains our top priority.
- 100% Circular Economy for Waste Management by FY29 (Baseline: FY23): Achieving zero waste to landfill as part of our comprehensive circular economy strategy.
- 25% Reduction in Scope 1 & 2 Emissions by FY29 (Baseline: FY20): Mitigating our carbon footprint to support global climate action and contribute to a sustainable future.
- 10% Reduction in Energy Consumption through Optimization by FY29 (Baseline: FY23): Driving energy efficiency across our operations.
- 25% Reduction in Freshwater Usage by FY29 (Baseline: FY23): Advancing water conservation efforts across all facilities.
- All sites in India to achieve ISO 14001, ISO 45001, ISO 50001 Certification by FY29: Reinforcing our commitment to robust environmental management, occupational health and safety and energy management standards.

### 4. Policy Breach:

Breaches of this policy can result in remedial, corrective, or disciplinary actions up to and including termination of employment. Actual or suspected incidents of misconduct should be reported to the EHSS & HR Office.

### 5. Adaptations

There are no adaptations to this policy.

### 6. Exceptions

There are no exceptions to this policy.

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### 7. Definitions:

Abbreviation	Description
EHSS Policy	EHSS policy describes how the health and safety of employees, safety of equipment and safety of environment are protected from our activities.

### 8. Abbreviations:

Abbreviation	Description
EHSS	Environmental, Health, Safety and Sustainability

### 9. References:

Sl. No	References
01	ISO 14001:2015 - Environmental Management System (EMS)
02	ISO 45001:2018 - Occupational Health and Safety Management System (OHSMS)
03	GRI - 2021 Framework
04	Employee Code of Conduct
05	Supplier Code of Conduct
06	Energy policy
07	Biodiversity policy