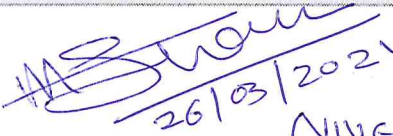
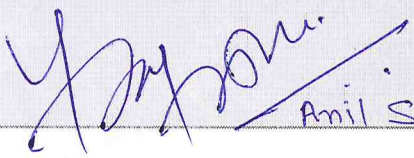


ENVIRONMENT HEALTH & SAFETY(EHS) POLICY

APPLICABILITY	All Symbiotec Group of Companies
POLICY ADMINISTRATION	
INITIATED BY (Signature with Name)	 26/03/2024 NIVELA ASTHANA
APPROVED BY (Signature with Name)	 Anil Satwani
WITH EFFECT FROM	01- APRIL- 2024
REVIEW BEFORE	31- MARCH- 2027
VERSION	V2

Symbiotec Group of Companies shall uphold its position as a leader in the research and manufacture of Corticosteroids & Hormones by conducting all its operations in a manner to protect the Environment, Health and Safety of our fellow employees, contractors, visitors, and others affected by our operations. We are committed to operating our business considering environmental and social impacts.

Reflecting its commitment to excellence in Environment, Health, and Safety, Symbiotec requires all its operations to:

- ❖ Ensure compliance with all applicable Environment, Health & Safety laws and regulations and other requirements.
- ❖ Consider the identified environmental aspects, occupational health, and safety hazards for effective control.
- ❖ Educate, train, and motivate Symbiotec colleagues and contractors to work in a safe and environmentally responsible manner.
- ❖ Commit to continual improvement of Environment, Health, and Safety performance by taking EHS objectives, deciding targets finalizing and executing action plan and reviewing them periodically.
- ❖ Commit to work continuously to reduce natural resource consumption, waste reduction, reduction in carbon dioxide emissions and over all environmental protection.
- ❖ Make Environment, Health, Safety and Loss Prevention integral to all Symbiotec business processes, planning and decision making.
- ❖ Establish business practices and Environment, Health, Safety and Loss Prevention strategies that optimally utilize resources and prevent pollution to ensure the long-term sustainability of Symbiotec and the global environment.
- ❖ Select suppliers and business partners with consideration of their ability to run safe and environmentally responsible operations and ensure it by routine assessment.
- ❖ Support and develop our suppliers and contractors to comply with the EHS requirements and local rules and legislation.
- ❖ Foster openness and dialog on EHS matters with our stakeholders, both internal and external communicating risk, performance, and progress.


Anil Satwani

Managing Director

Date: 27 March 2024