

OCCUPATIONAL HEALTH & SAFETY POLICY


For

PharmaLex GmbH
and Affiliates

Version 01

Effective Date: 26-Nov-2021

Approval Signatures:

CEO		Nov 12, 2021
Function	Signature	Date
Manager Corporate Social Responsibility	<u>Aman Srivastava</u> <small>Aman Srivastava (Nov 12, 2021 19:19 GMT+5.5)</small>	Nov 12, 2021
Function	Signature	Date

Revision History:

Rev. No.	Revision Summary	Date effective
HR-P-003.01	NA	26-Nov-2021

Table of Contents

1. BACKGROUND	3
2. SCOPE.....	3
3. DEFINITION.....	3
4. RESPONSIBILITY	3
5. HEALTH & SAFETY PRINCIPLES	3

1. BACKGROUND

PharmaLex acknowledges its duty of care to ensure we have a work environment that is safe for our staff, customers, and visitors. Our ambition is to run the business with zero injuries, a positive and healthy work environment in line with our Employer Commitment, and minimal negative impact on society. Our Occupational Health & Safety Policy reflects our commitment to provide a safe workplace environment and to comply with all applicable laws and regulations with regards to health and safety.

2. SCOPE

This policy is applicable to PharmaLex and all its affiliates. This policy lays down the general guidelines for management of Occupational health & safety.

3. DEFINITION

Occupational safety and health (OSH) is defined as the science of the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking into account the possible impact on the surrounding communities and the general environment.

4. RESPONSIBILITY

The Responsibility to implement initiatives and monitor Key Performance Indicators with respect to occupational health and safety lies with Global Corporate Social Responsibility team. Country Heads have responsibility to identify and mitigate the risks within their geographies and ensure positive legal compliance. Support Board will also monitor company's overall performance on Occupational Health and Safety.

5. HEALTH & SAFETY PRINCIPLES

- i) Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented. Health protection and occupational safety should be an integral part of all our processes and daily routines.
- ii) Encourage employees to identify actual and potentially unhealthy and unsafe conditions, act and make suggestions and recommendations for improvement, and bring them to the attention of management
- iii) Ensure provision of first aid for every facility.
- iv) Identify and analyse the risks inherent in all company activities, define a Risk prevention plan and implement it to prevent workplace accidents and illness.
- v) Ensure adoption of new and upcoming technologies to mitigate any potential risk.
- vi) Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations. Develop Safety Handbooks and SOPs for emergency procedure.
- vii) Train and sensitize all the stakeholders to promote a strong sense of responsibility on health and safety.
- viii) Organise wellness initiatives for employees aimed at overall physical and mental wellbeing of our employees.

- ix) Monitor measure and show progress on health and Safety Key Performance Indicators
Key Performance Indicators to be monitored are:
 - a) No. of fatalities
 - b) No. of Major/Minor injury
 - c) Lost time absenteeism due injury or illness.
 - d) Overwork and stress related issues.
- x) Engage with our stakeholders to develop a concrete health and safety system within and outside the organisation.
- xi) Maintain positive legal compliance with respect to health and safety regulations.