

# Strengthening our EHS Practices

We acknowledge our duty to ensure a safe and sustainable future. Through a comprehensive Environment, Health, and Safety (EHS) culture, we safeguard our people, assets, and surroundings. Committed to sustainable practices, we adhere to legal requirements and Environment, Health, Safety, and Sustainability (EHSS) management system elements. Our aim is to deliver responsible solutions while prioritizing the safety of our employees, assets, communities, and the environment, aligning with our dedication to EHSS.



## Our EHS framework

### Vision & Policy

Aligned with statutory norms and standards, our EHS policy aims for Zero Harm to employees, assets, communities, and the environment.

### Organizational Guidance

Corporate EHS departments provide Company-wide guidance, while site EHS departments, led by competent professionals, oversee activities across facilities.



## Our EHS framework



Our EHS Risk Management strategy ensures proactive identification and mitigation of hazards across all R&D and manufacturing sites. Through robust systems and processes, we uphold rigorous risk assessment practices, fostering a culture of safety and accountability. Proactive measures such as systematic risk assessments, self-inspections, audits, and proactive hazard control and mitigation strategies are embraced to identify and manage risks effectively.

Employees are encouraged to report hazards, near-misses, and incidents, promoting a culture of vigilance and accountability throughout the organization. Our R&D and manufacturing locations are equipped with robust systems dedicated to risk management, ensuring that all potential risks are systematically assessed and controlled. This comprehensive approach enhances safety and upholds our commitment to a secure and responsible working environment.

### Our EHS framework

Carried out in the ERM framework in FY 2023-24

0

Fatalities reported during reporting period

3

EHSS-related adverse notices received and all resolved during reporting period

## EHS culture and employee participation

Safety is fundamentally embedded within the ethos of our corporate culture. We prioritize EHS practices across all facilities by fostering a mindset that values these principles. Through a bottom-up approach, we actively seek input from employees to continuously improve our EHS culture, ensuring that their insights help shape our practices and policies. Our commitment to EHS excellence is evident in our comprehensive training initiatives, which starts at induction and continue with targeted programs designed to address specific EHS concerns in R&D, manufacturing, marketing, and logistics.

Our training programs cover crucial EHS topics, including hazard assessment, process safety management, health and hygiene, contractor management, emergency preparedness, and electrical safety. Beyond the workplace, we extend our EHS commitment to the communities we serve through off-the-job safety training initiatives aimed at raising EHS awareness. We also organize various awareness events, such as National Safety Day, World Environment Day, and Energy Conservation Day, to foster EHS awareness and community involvement. These efforts highlight our ongoing dedication to enhancing EHS culture both within our organization and in the broader community.



### EEHS training highlights across manufacturing sites

4,507

trainings conducted across manufacturing sites

30

Mock drills conducted

25,401

Manhours of EEHS trainings conducted across manufacturing sites

## Control of hazardous chemicals and operations



Our extensive pharmaceutical product portfolio includes a variety of hazardous chemicals used in synthesis and formulation. To safeguard employees and the environment, we employ robust measures such as engineering controls and provision of Personal Protective Equipment.



## Process safety

We continuously enhance our systems to minimise process risks. From hazard identification to expert engineering design and implementation of procedures, our focus remains sharp. Many processes involve hazardous materials like toxic chemicals and flammable solvents, some of which are irreplaceable. Our process safety management program ensures effective risk control mechanisms for such materials



## Audits, inspections, and reviews

Regular audits, inspections, and reviews are proactive measures to identify and rectify risks before incidents occur. We conduct periodic assessments across all EHSS management system elements to ensure regulatory compliance. These evaluations not only reveal system gaps but also facilitate their resolution. Our Sikkim, Baddi, and Daman manufacturing sites hold ISO 14001 and ISO 45001 certifications, affirming our adherence to environmental and occupational health and safety standards. In the reporting period 2023-24, our Ankleshwar and Mandva API manufacturing sites achieved ISO 14001 and ISO 45001 certifications, while four formulation units in Sikkim obtained ISO 50001 certification.

**1,789**

EHSS-related audits, inspections and reviews conducted

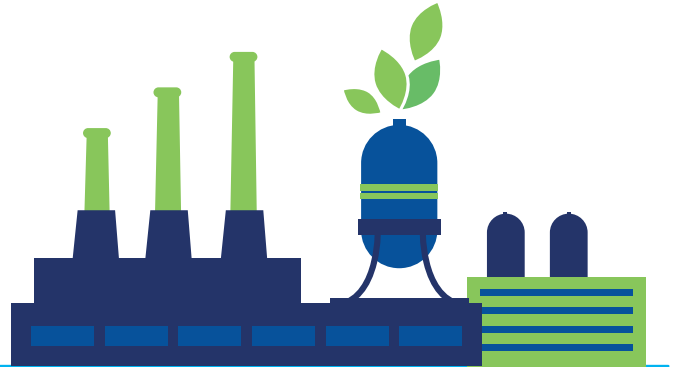
Resolved

**95.10% of 5,232**

raised EHS-related CAPAs

## Environmental Responsibility

We embrace our role as environmental stewards by addressing climate risks, optimizing waste management, and promoting sustainable resource usage. All our manufacturing facilities are equipped with the required environmental clearances and regulatory approvals. To ensure compliance, we rigorously monitor key performance indicators such as emissions and effluent discharge. Additionally, we conduct regular emissions and effluent quality monitoring, documenting our environmental performance in comprehensive reports and statements.



### Waste Management

Our commitment to sustainable development is reflected in our emphasis on the 3R principle: reduce, reuse, and recycle. We meticulously review operational waste streams to identify reduction and value creation opportunities, focusing on minimizing waste generation and enhancing recycling efforts. Our waste management program includes waste classification and responsible disposal measures, with strategic partnerships ensuring proper handling of non-recyclable waste.

#### Targets

**Ensure more than 90% reuse / recycling of Non-hazardous Waste**

To be achieved at the operating sites by FY 2025-26

#### Achievements

**4,189.0 MT**

Waste recycled in FY 2023-24



### Energy Efficiency

To mitigate greenhouse gas emissions, we continuously upgrade our facilities and systems to optimize fuel and electricity usage. Implementing advanced HVAC technology and energy-efficient LED lighting fixtures, along with automation and renewable energy adoption, helps reduce fossil fuel consumption.

**1,330,860.81 kWh**

Renewable energy (KWh) usage during the reporting period

#### Targets

**1% y-o-y**

Reduction in energy consumption through energy-efficient measures to be achieved with baseline of FY 2022-23 till FY 2032-33

#### Achievements

**11.46%**

Reduction of Total Electricity Consumption (GJ) - (From Non-renewable source - Grid)



## Emissions Control

Our robust emissions control system minimises the release of suspended particulate matters (SPM), SO<sub>x</sub>, and NO<sub>x</sub>. State-of-the-art emission control devices such as scrubbers, dust collectors, and filters are employed to ensure compliance with regulatory standards.

Air Emissions from manufacturing sites for reporting period

**82 MT SPM**

**57 MT SO<sub>x</sub>**

**40 MT NO<sub>x</sub>**

### Targets

**42%**

GHG emission (Scope-1 & 2) to be reduced by FY 2032-33 from baseline of FY 2022-23

### Achievements

**53.48%**

NO<sub>x</sub> reduction achieved in FY 2023-24

**32.94%**

SO<sub>x</sub> reduction achieved in FY 2023-24



## Water Conservation

Water conservation is a priority in our operations, with efforts focused on monitoring and reducing water consumption. Awareness programs and audits promote water-saving practices, complemented by rainwater harvesting initiatives and effluent treatment plant utilization. Treated water is recycled, reducing reliance on fresh water sources.

**683,686 KL**

Total Volume of Fresh water use

### Targets

**Water neutrality**

To achieve by FY 2029-30

### Achievements

**10.18%**

Reduction in Total volume of Water Consumption (in kiloliters) during the reporting period

