

SHILPA PHARMA LIFESCIENCES LIMITED, 100% EOU, UNIT-2

HEALTH AND SAFETY POLICY

Shilpa Pharma Lifesciences Limited recognizes that health and safety is an integral part of the business. We recognize our responsibility to provide and maintain so far as is practicable a working environment that is safe and without risks to health.

Our aim is to minimize work related injuries/illness and we are committed to the reduction and prevention of accidents that may cause injury to employees, contractors and customers.

In fulfilling our objectives, all our staff members are continually implementing and maintaining a healthy and safe environment. It is the responsibility of all staff members to support and encourage the Occupational Health and Safety and to ensure the highest standard of occupational health, safety and rehabilitation in our Workplace. We are committed to regular consultation with employees to ensure that systems operate effectively and that health and safety issues are regularly reviewed. We have in place hazard reporting systems, and all facilities are controlled. We provide new employees with safety induction's, risk assessment, safe working procedures, and various ongoing training programs including fire fighting, and evacuation procedures. Ensuring the safety of our employees thus ensures the safety of our products.

We also recognize and work within the bounds of all relevant State and Federal Occupational Health and Safety and Workers Compensation legislation.

At Shilpa Pharma Lifesciences Limited we place the environment in high respect when dealing with our products, and any of our resources. We have a waste management system where we recycle/reuse any recyclable resource. All our products are handled within approved facilities and with state of the art equipment. There are various rooms and containers where chemicals are kept, these rooms are designed to prevent any spillage and strictly accessible to authorized staff.

Management gives the highest priority to their involvement and commitment to the health, safety and welfare of staff members, visitors and contractors.

Shilpa Pharma Lifesciences Limited Health and Safety Policy is to create the health and safety practices and work environments that enable our people to work injury and illness free.

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Shilpa Pharma Lifesciences Limited managers and employees are expected to support implementation of this policy in accordance with their roles and responsibilities in the organization.

The following courses of action facilitate our conformance with this policy:

- Assure managers and employees are trained and accountable for preventing work-related injuries and illnesses.
- Design and operate our work environment and work processes to control and reduce occupational health and safety risks including safe product manufacturing and safe product servicing.
- Support health promotion programs that contribute to the productivity, health and well-being of employees.
- Maintain an effective management system that integrates occupational health and safety into our business and decision-making processes. Establish appropriate objectives and targets, regularly assess our performance, and practice continual improvement.
- Ensure Shilpa Pharma Lifesciences Limited operations comply with applicable occupational health and safety regulations.
- Provide clear and accurate information about the occupational health and safety aspects of our operations to employees, customers, shareholders, government agencies and the public.
- Inform suppliers, partners and contractors of our occupational health and safety expectations and encourage them to adopt sound occupational health and safety management practices.

Use sound business and scientific principles to constructively contribute to occupational health and safety public policy, initiatives and regulations


K. Sharath Reddy

Director

Date: 01/07/2022