



ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Lupin (together with our subsidiaries) is committed to high standards of Environmental, Health, Safety and Sustainability (EHS&S) performance. We strive to maximize operational efficiencies while minimizing our impact on the environment and utilize our resources in a judicious manner. As part of our commitment to ensuring a safe and healthy work environment, Lupin actively takes steps to ensure there are no accidents or incidents.

The EHS&S policy is applicable to all our manufacturing facilities, R&D facilities, subsidiaries, JVs, and business operations. We partner with our suppliers, service providers, and contractors to embrace EHS&S processes for improved performance.

This policy is applicable to all Lupin employees, and contractors. They are expected to comply with the requirements stated in this policy.

For the effective implementation of this policy, the leadership and the employees across various locations collaborate and collectively drive the environment, health, safety & sustainability objectives by:

- Complying with the relevant and applicable statutory and regulatory requirements
- Integrating environment, health, safety and sustainability aspects into the planning and decision making of business processes
- Continually improving EHS&S performance through management systems, standard operating procedures, guidelines and deploying the necessary resources to achieve the same.
- Actively identifying and mitigating the environmental and health & safety risks which arise from our business operations, distribution and logistics network and supply chain
- Undertaking environmental and social due diligence for mergers & acquisitions
- Optimizing resources to prevent pollution, conserve energy, water and reduce waste and emissions
- Providing adequate training and capacity building to employees, contractors, partners to raise awareness on EHS&S
- Periodically auditing our systems and processes to ensure continued conformance to the required standards
- Measuring, monitoring, and benchmarking our EHS&S practices and performance on a regular basis and publish a report for general communication

Issued by Office of Global Human Resource Department, Lupin Limited, Mumbai, India

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323.

Corporate Identity Number: L24100MH1983PLC029442

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- Encouraging employees to identify and report any unsafe conditions including near miss and implement actions to prevent work related injury or illness.

This policy shall be reviewed periodically for its continued suitability and updated as necessary.

A handwritten signature in green ink, appearing to be "Nilesh D. Gupta", written over a horizontal line.

Nilesh D. Gupta
Managing Director

Date: July 08, 2022

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