



**BHARAT SERUMS AND VACCINES LIMITED**

**Policy No: 1**

**Version no: 1**

**Compliance Policy  
ENVIRONMENT, HEALTH AND SAFETY (EHS)**

**Effective Date: 04/08/2021**

**Next Review Date: 04/08/2022**



# ENVIRONMENT, HEALTH AND SAFETY (EHS)

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| Issued By:   | Mr. XX     | Copy No.: |
| Issued Date: | XX/XX/XXXX |           |

For authorized personnel only

Approvers and Policy owners:

| Role          | Name               | Department                                 | Date       |
|---------------|--------------------|--|------------|
| Policy owners | Ravindra Kheratkar | Senior Manager – Environment Health Safety | 04/08/2021 |
| Approved by   | Anupama Pai        | Head – Legal & Company Secretary           |            |



## Background

BSV is a biopharmaceutical manufacturing company having business in human biological, equine biological, GnRH analog products, fertility, uterine stimulant hormonal products, recombinant and monoclonal Antibodies.

BSV being a responsible corporate citizen recognizes the importance of managing EHS matters effectively as an integral part of its business activities. BSV shall take all practicable measures to create a safe and healthy workplace for its employees and a clean environment for its employees as well as surrounding community.

The vision of BSV is “to be an innovative, caring and trustworthy partner in bringing life to life. This Policy is a commitment that we will manufacture our products safely and in environmentally responsible manner.”

This Policy applies to all employees of BSV (including part time / temporary employees or contractual), trainees, independent director roles or equivalent responsibilities, independent contractors, agents and other third parties of BSV. BSV management, with support from the EHS, Legal and Regulatory teams, is responsible for implementing this Policy. In case of doubt or for clarification, employees can seek guidance/clarification from the EHS department.

EHS department within BSV, is responsible for maintaining and updating this Policy.

## OBJECTIVES

BSV shall strive to achieve high standards and continual improvements in the areas of Environment, Health and Safety by implementing the following:

- Identify and eliminate hazards and manage risk and opportunities for prevention of work-related injury, ill health, property and environmental damage.
- Complying with applicable EHS laws, regulations, legal requirements and other requirements.
- Ensuring protection of environment and prevention of pollution across all locations where BSV operates.
- Enhance employee well-being through provision of health benefits and lifestyle support.
- Provide the framework and resources for setting, reviewing and achieving Environment, Health and Safety objectives and targets. Continually evaluating and improving EHS performance through compliance, periodic audits and effective documentation.
- Adopting energy/resource conservation including efficient use of energy and water, reduction of waste through recovery and reuse, mitigation of climate change risks and threats to biodiversity in all process operations, thereby integrating sustainability into our business operations.
- Involve employees and relevant stakeholders in the EHS management system through consultation and participation.
- Pursue continuous improvement of EHS management system.
- Carry out processes and operational changes through well-defined systems and strict adherence to the same. Also, develop and maintain appropriate emergency response procedures and contingency plans.
- Provide adequate training, information and instructions on operational safety, occupational health and environmental protection to employees, contract workers, besides supervision of work.
- Plant trees, develop green belts and promote lush green surroundings for increasing biodiversity, preserving ecosystem and minimizing adverse climatic changes.
- Communicate this Policy within the organization and making it available to all external interested parties.

## RESPONSIBILITIES – ENVIRONMENTAL, HEALTH AND SAFETY (EHS):

1. Plant Head shall be responsible for:
  - Accepting the Policy and releasing the updated Policy.
  - Form a review team for reviewing regulatory changes.
  - Assisting the operational bodies to improve on EHS culture.
  - Set EHS performance indicators throughout the company and follow up on their improvements.
  
2. Human Resources (HR) shall be responsible for:
  - Ensuring training is provided by EHS team member to new employees as part of Onboarding program.
  - Ensure that the trainings provided are documented in the training files.
  
3. Lead – Environment, Health and Safety
  - Update Policy and EHS systems based on changes in BSV's operations or regulatory requirements.
  - Revisit existing Policy on an annual basis and update it, if required.
  - Provide training to new employees as part of onboarding program.
  - Provide periodic refreshing trainings to employees, in case of any change in Policy, ensure training and communication to employees.
  - Implement a system to conduct necessary EHS audits and documents & implement action plan for mitigating any identified gap.

REVISION HISTORY:

| Version No. | Date of revision | Change control no. for reference | Summary of changes (from previous version to this version) |
|-------------|------------------|----------------------------------|--|
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