



BSV
bringing life to life

Environmental, Social and Governance Policy

Role	Name	Designation	Sign & Date
Owner	Chirag Mehta	Chief Financial Officer	-
Approvers	Board of Directors	Managing Director and Chief Executive Officer	

REVISION HISTORY

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

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1. The Purpose

- 1.1 Bharat Serums and Vaccines Limited (the “**Company**” or “**BSV**”) strives to achieve excellence by adopting the sustainable processes, products and practices with a view to preserve, protect and enrich lives by creating long term value for all its stakeholders and the society as a whole.
- 1.2 The Company operates on the principle of Responsible Business, Responsible towards the Environment, Responsible Workplace and Responsible towards the Community and is proud to have these principles deeply ingrained in its value system.

2. The Principles and Focus Areas

2.1 Climate Change Strategy

Energy & Emissions:

In our strategy to combat climate change and transitioning to a low carbon economy, we will strive to reduce our carbon footprint by taking on initiatives to monitor and reduce our energy consumption. Our initiatives will be aimed at:

- Adopting solar energy in our offices, plant and premises;
- Enhancing energy efficiency by implementing automated energy management solutions to reduce energy consumption;
- Retrofitting existing high energy consuming devices and equipment to maximize performance while consuming less electricity;
- Creating carbon sink through tree plantation;
- Replacement of biodiesel into natural gas boiler.

The Company envisions to become carbon neutral in its operations by 2050.

Waste management:

The Company shall make efforts to dispose waste in the most responsible manner.

The Company generates hazardous, biomedical and e-waste and ensures utmost care while handling these waste and minimization at source.

The Company takes many initiatives including waste categorization, segregation minimization handling and safe disposal along with monitoring, regulation and control of the processes therein. The Company has in place standard operating procedure in place to ensure waste is collected and disposed only by registered authorized third parties.

Water and Effluent treatment:

Company strives to reduce its water consumption and abide by the principle of Reduce, Reuse and Recycle. The Company has taken various initiatives including;

- Water Optimization Programme;
- Best in class recycling facilities and effluent treatment;
- Steam Condensate Recovery System;

2.2 Procurement Practices:

The Company understands the need to work closely with its suppliers to reduce waste, improve efficiency, reduce carbon footprint, and engage with them to understand their commitment towards human rights and labour practices.

We have undertaken various initiatives to extend our Environmental, Social and Governance (ESG) practices to our suppliers and vendors

- Vendor quality assurance qualification and documentation;
- Formalisation of the scrap disposal process.

The Company evaluates its vendors through the lenses of ESG as laid under its supplier code of conduct.

2.3 Workforce and Employment Opportunities

Diversity and Inclusion:

We are committed to a culture of growth and offers equal opportunities irrespective of age, gender, caste creed, etc. The Company also offers opportunities to differently abled people and people belonging to LGBTQIA community.

Learning and Development:

The Company focuses on developing a skilled workforce with necessary competencies to deliver on the Company's strategic and operational plans through well- structured training modules to assist in job specific development as well as personal development of the employees. The Company has undertaken talent assessment and leadership development initiatives and have launched programs under the same.

Employee Rewards and Remuneration:

The Company believes in rewarding the employees with a fair compensation for their exemplary performance and has in place performance management system ensuring and enabling high performance culture aligned with the Company's long-term strategy.

Employee Benefits and Retirement:

The Company provides various pre/post-retirement benefits to its employees.

2.4 Community and Society

The Company undertakes lot of initiatives for the community in which it operates. These are efforts are focused in the area are Health care, skill development, hunger eradication, healthcare, etc.

2.5 Governance Practices

The Company has established effective framework that enables robust governance, transparency and development of a conducive environment ensuring adherence to legal and statutory requirements. The Company creates awareness and emphasize on ethical business practices and its zero-tolerance approach towards misconduct. We also strive towards mitigating risks related to sustainability and ESG in our areas of operation.

3. Governance Structure and Responsibilities

- 3.1 The Board or any of its Committees as may be decided by the Board is responsible for ensuring the alignment and incorporation of ESG practices into the Company's long-term vision towards sustainability.

4. Review

- 4.1 This Policy will be reviewed by the Board or any of its Committees as may be decided by the Board ESG annually and necessary amendments will be carried out as and when required due to changes in applicable factors like law and regulations of the land or any other reason necessitating change in the Policy.