

INTEGRATED ENVIRONMENT, HEALTH & SAFETY (EHS) MANAGEMENT POLICY

ENVIRONMENT



ENVIRONMENT

SUSTAINABILITY
WASTE REDUCTION
ECO-COMPLIANCE
RESOURCE EFFICIENCY

HEALTH



HEALTH

OCCUPATIONAL HEALTH
WELL-BEING
RISK ASSESSMENT
DISEASE PREVENTION

SAFETY



SAFETY

WORKPLACE SAFETY
INCIDENT PREVENTION
COMPLIANCE & TRAINING
EMERGENCY RESPONSE



PROTECTING PEOPLE,
THE ENVIRONMENT & OUR FUTURE

Table of Content

Sr. No.	Description	Page No.
1.	Purpose	3
2.	Scope	3
3.	Policy	3
4.	Key Focus Area	4
5.	Our Commitment	6
6.	Our Targets	10
7.	Responsibility Allocation	11
8.	Reporting	12
9.	Review	12
10.	Distribution	13

1. Purpose

At Farmson Basic Drugs Private Ltd., we consider environment, health and safety protection as an integral part of our business. As part of this commitment, we shall protect the environment in which we operate and ensure the health, safety and well-being of our employees, contractors, visitors, communities and the wider environment & also committed to the principles of sustainable development.

2. Scope

This policy is applicable to all operational plants of Farmson Basic Drugs Private limited.

3. Policy

Farmson is committed to complying with all relevant rules and regulations. We remain dedicated to our voluntary commitments, including the principles of responsible manufacturing and environmental, Health and safety stewardship.

- ISO 14001: Environmental Management Systems (EMS)
- ISO 45001: occupational health and safety (OH&S) management system
- Global Reporting Initiative frameworks
- United Nations Sustainable Development Goals (UNSDGs)
- Science Based Targets initiative (SBTi) frameworks
- UN Global Compact (UNGC) Principles
- Pharmaceutical Supply Chain Initiative (PSCI) Principles,
- ILO Conventions
- Environment Rules & Regulations
- Factory Act & Rule and OSHWC code 2020.

General

We ensure full compliance with local and national laws regarding the protection of resources used to enhance environmental quality, health, safety and well-being of our employees, contractors, visitors, communities.

4. Key Focus Area:

4.1 Energy Consumption

- Focusing on the adoption of energy-saving measures to minimize the use of vital natural resources, including minerals, water, and fossil fuels.
- Optimize energy usage across operations by adopting energy-efficient technologies and renewable energy sources along with sourcing energy services from suppliers that practices sustainability in energy generation.

4.2 GHG Emissions

- We are integrating cutting-edge technologies into our operations to drive carbon emission reductions wherever feasible.
- We strive to minimize greenhouse gas (GHG) emissions by collaborating with stakeholders to reduce our impact on the local environment.

4.3 Transport Emissions

- **Carbon Reduction:** Actively managing and minimizing our transport related carbon footprint.
- **Fleet Modernization:** Prioritizing the integration of fuel-efficient and low-emission vehicles.
- **Partner Collaboration:** Engaging with logistics providers to drive sustainable practices like route optimization and energy-efficient vehicle use

4.4 Air Pollution

Controlling air emissions through effective Air pollution control measures to minimize their impact on environment.

4.5 Water Management

- Implement water conservation measures and recycling systems to minimize water consumption by implementing 3R concept (Reduce, Reuse & Recycle).

4.6 Control Discharge of APIs to Environment

- The company is committed to ensuring 100% compliance with API effluent discharge limit. This objective is met through rigorous monitoring, optimized operational processes, continuous personnel training, and a culture of proactive improvement and stakeholder engagement.

4.7 Solvent Management:

- Manage solvents responsibly to reduce environmental impact through recycling and safe disposal.

4.8 Product Use:

- Design and manufacture products with a focus on sustainability, ensuring minimal environmental impact during use.

4.9 Materials, Chemicals & Waste Management

- Dedicate to proper handling, management and disposal of the company's hazardous and non-hazardous waste with specified procedure as mentioned by legal laws and standards.
- Obligate to the waste management hierarchy— Reduce, Reuse, Recycle, Recover, and Treatment & Disposal.

4.10 Biodiversity

- We implement incentives to safeguard ecologically sensitive areas surrounding our premises and restore any ecosystems impacted by our operational activities.
- We actively pursue programs to expand green spaces and protect flora and fauna while supporting the well-being of the local community.

4.11 Product Lifecycle and Environmental impacts from use of products

- Promote responsible production and sourcing practices through collaboration with environmentally responsible partners across our value chain. Performing evaluations to address Environmental impact from use of products.

4.12 Customer Health & Safety

The company prioritizes the delivery of safe, high-quality products that promote consumer health while upholding rigorous eco-compliance standards throughout our product lifecycle.

4.13 Infrastructure

We are committed to developing and maintaining infrastructure that minimizes environmental impact. This includes designing energy-efficient facilities with sustainable materials and integrating advanced water conservation practices into both the design and operational phases.

4.14 Promotion of Sustainable Consumption

Our company promotes sustainable consumption practices to minimize environmental impact and drive long-term resource efficiency

5. Our Commitments

Baseline year: FY 2023-24

5.1 Energy Consumption:

- **Operational Excellence:** We integrate advanced energy management systems to continuously monitor and optimize usage across all production processes, maintaining strict adherence to ISO 14001 and ISO 50001 standards.
- **Decarbonization Roadmap:** To reduce Scope 1 and Scope 2 emissions, we are transitioning to renewable fuel and electrical energy sources while prioritizing energy-efficient technologies in all new designs and infrastructure upgrades.
- **Culture of Efficiency:** We foster a company-wide commitment to energy conservation by empowering staff through targeted awareness and training programs designed to eliminate energy waste.

5.2 GHG Emissions:

- **Operational Optimization:** Develop and implement advanced strategies to mitigate Scope 1 emissions through high-efficiency technology adoption and process refinement.
- **Value Chain Engagement:** Reduce Scope 3 emissions by fostering strategic partnerships with suppliers and logistics providers to enhance resource efficiency and optimize distribution networks.

- **Sustainable Sourcing:** Minimize the carbon intensity of our products by integrating alternative, eco-friendly raw materials into the manufacturing lifecycle

5.3 Water Management:

- **Operational Efficiency:** Implement water-saving practices across all manufacturing stages, prioritizing source reduction within production processes.
- **Performance Monitoring:** Conduct regular water usage audits to identify inefficiencies and areas for improvement in resource consumption.
- **Collaborative Conservation:** Engage employees in water conservation efforts through training and awareness campaigns to reduce overall water consumption.

5.4 Biodiversity Protection:

- **Ecosystem Management:** Reduce the environmental impact on local ecosystems surrounding manufacturing sites by integrating sustainable land management practices.
- **Operational Sensitivity:** Ensure that production processes are designed to minimize any negative impact on surrounding flora and fauna, prioritizing sustainable sourcing practices.
- **Ecological Stewardship:** Promote employee engagement in biodiversity awareness programs to foster a deeper understanding of the company's ecological responsibilities.

5.5 Air Pollution Control:

- **Emissions Control:** We deploy advanced air quality monitoring systems across all manufacturing sites to detect, analyze, and control emissions in real-time.
- **Technological Advancement:** Promote the adoption of cleaner technologies that minimize air pollution from volatile organic compounds (VOCs) and other harmful emissions.
- **Awareness:** Educate employees on air quality standards and practices to encourage a proactive approach to reducing air pollution.
- **Regulatory Excellence:** Collaborate with regulatory bodies and environmental organizations to ensure compliance with national and international air quality standards.

5.6 Materials, Chemicals & Waste Management:

- **Chemical Stewardship:** We ensure that all production chemicals are handled and disposed of through protocols that minimize environmental impact and exceed industry best practices.
- **Green Chemistry:** We prioritize non-toxic and biodegradable alternatives in our manufacturing processes to enhance product safety and environmental sustainability.
- **Source Reduction:** We minimize waste by optimizing raw material usage and reducing the generation of by-products at the source.

- **Circular Economy:** We implement a robust segregation and recovery system to ensure all recyclable materials are diverted from landfills and reintegrated into the circular economy.

5.7 Product End-of-Life Management:

- **Eco-Design & Lifecycle:** We design pharmaceutical products with a focus on end-of-life management, incorporating features that facilitate recycling, reuse, or safe environmental disposal.
- **Stewardship & Education:** We actively educate our customers on responsible disposal practices to prevent environmental contamination and ensure products are returned through authorized channels.
- **Collaborative Solutions:** We establish strategic partnerships with specialized recycling organizations to develop innovative and sustainable disposal solutions for pharmaceutical waste.
- **Data-Driven Improvement:** We rigorously monitor and report on the effectiveness of our disposal programs to drive continuous improvement in end-of-life management strategies.

5.8 Customer Health and Safety:

- **Compliance Excellence:** We ensure all pharmaceutical products adhere to stringent safety and environmental standards to safeguard consumer health and ecological integrity.
- **Transparent Communication:** We provide clear, accessible guidance on the proper use and disposal of products to mitigate risks to public health and the environment.
- **Innovation & Safety:** We continuously advance our product safety benchmarks through dedicated R&D, prioritizing the development of safer and more sustainable alternatives.
- **Rigorous Oversight:** Conduct regular safety audits to ensure compliance with environmental and health regulations across all products.
- **Responsive Engagement:** We maintain a robust customer feedback loop to proactively address health, safety, or environmental concerns related to our products.

5.9 Promotion of Sustainable Consumption:

- **Consumer Empowerment:** We launch educational campaigns to empower customers to make informed, sustainable decisions regarding pharmaceutical use and disposal.
- **Eco-Efficient Design:** We prioritize the development of resource-efficient products that minimize material consumption during production, distribution, and end-of-life management.
- **Packaging Circularity:** We actively reduce single-use materials and accelerate the transition toward reusable or fully recyclable packaging solutions.
- **Value Chain Collaboration:** We partner with healthcare providers to embed sustainable consumption and supply chain practices across the pharmaceutical ecosystem.
- **Responsible Marketing:** We align our marketing and communication strategies to promote the values of sustainable consumption and responsible product stewardship.

5.10 Control Discharge of APIs to Environment:

- **Global Alignment:** We strictly adhere to the responsible manufacturing guidelines established by the **PSCI regarding Pharmaceuticals in the Environment (PiE)**.
- **Holistic Water Stewardship:** Our commitment to environmental sustainability includes socially conscious and sustainable water quality management across the entire product lifecycle and supply chain.
- **Impact Mitigation:** We actively minimize the environmental footprint of PiE within our direct operations and across our global value chain.

5.11 Health & Safety:

- ❖ **Provide safe and healthy working condition for the prevention of work-related injury & ill health of all interested parties by**
 - Eliminating or minimize the health and safety hazards and its risk by regular medical checkup inspection of safety equipment, identification and provision of appropriate PPE for specific job roles, regular maintenance and replacement of PPE as needed, condition monitoring of workplace, regular risk assessment.
 - Enhancing awareness of workplace safety through training, communication, motivation, and their consultation & participation where they exist.
 - Development and implementation of emergency response plans, regular drills and training to ensure employees are familiar with emergency procedure. Availability of first aid supplies and trained personnel.

- Promotion of employee health through wellness programs. Encourage of regular health checkups and access to counselling services for stress management.
- Reporting of all incidents, near misses, and hazards promptly.
- Thorough investigation of incidents to identify root causes and implement corrective actions.
- ❖ Control and eliminate business and process risk and strategically capturing new opportunities.
- ❖ Define and communicate the objectives, targets & its strategy to achieve them to ensure the adequacy of the necessary resources.
- ❖ Adopting and promoting process approach and risk base thinking concept among the organization

6. Our Targets

Baseline year: FY 2023-24

Climate & Environment	
GHG Emissions	• Near-Term Targets: ○ Farmson committed to reduce absolute scope 1, Scope 2 GHG emission 54.6 % by FY 2034 from a FY 2024 base year. ○ Farmson committed to reduce Scope 3 GHG emissions 61.07 % per tonne of production by FY2034 from FY2024 base year.
Energy	○ Achieve 100 % renewable electricity by FY 2030. ○ Achieve 10 % reduction in energy intensity (kWh per unit of product) by FY 2030 against FY2023-24 baseline.
Water	○ Achieve 30 % Water neutrality by FY 2030. ○ Water intensity reduction by 10 % by FY 2030. ○ Target 100% Compliance of API Discharge limit for final outlet of Effluent Treatment Plant. ○ Target 100 % compliance of discharge parameter of treated wastewater as per the prescribed limit in the Consent of Gujarat Pollution Control Board.
Materials, Chemicals, and Waste Management	○ Increase Co-processing of waste to 75% by FY 2030. ○ 20% reduction in waste disposal to landfill by FY 2030. ○ Sustaining a hazardous waste recycling and reuse ratio of 92% against the FY 2025-26 baseline. ○ Circular Economy: Maintain compliance with applicable EPR requirements across relevant product and packaging categories
Biodiversity Protection	Ecological Protection: ○ Increase the green plantation around nearby company premises area by planting >5000 trees by FY 2030. ○ Maintaining Zero incident related biodiversity adverse impact.

Life cycle assessment & Sustainable Product End-of-Life	○ Perform life cycle studies on 100% of products by 2030. ○ Minimize environmental impact from product end-of-life through sustainable design and waste reduction. ○ Educate customers on responsible product disposal.
Customer health & safety	Health and Safety support: ○ Zero customer/consumer complaints and/or incidents every year. ○ Provide clear, accessible, and accurate usage instructions and safety warnings to minimize potential health risks for customers.
Air Pollution Control:	○ Reduce particulate matter in flue gas emissions from boiler by 10% by FY 2030. ○ Integrate advanced technologies Online continuous Emission Monitoring (OCEMS) shall be installed at all sites by FY 2027. ○ Ensure 100 % compliance of discharge parameter of Air pollution as per the prescribed limit in the Consent of Gujarat Pollution Control Board.

Health & Safety - Improvement in lagging and leading indicators year on year basis:-

Health	○ 100% coverage of all employees in health insurance. ○ 100% coverage of all employees in health checkup.
Safety	○ 5% Reduction in LTIFR: Targeting a significant decrease in Lost Time Injury Frequency Rate and Total Recordable Injury Frequency Rate. ○ Increase 10 % of Near miss reporting. ○ Increase 10 % EHS training Manhrs.

7. Responsibility Allocation

Farmson Basic Drugs Private Limited ensures clear accountability in achieving Environmental, Health and Safety objectives, with a focus on manufacturing operations.

7.1 Board of Directors

- Set and oversee the company's environmental, Health and Safety vision and sustainability goals.
- Approve policies and initiatives related to environmental, Health and Safety performance.
- Ensure alignment of Environment, Health and Safety goals with overall operations.

7.2 EHS Compliance Manager

- Lead the implementation of the Integrated Environment, Health and Safety Policy.
- Monitor compliance with Environment, Health and Safety regulations.

- Oversee daily environmental practices in manufacturing operations.
- Report on Environment, Health and Safety performance and progress towards targets.

7.3 ESG Committee

- Work with manufacturing operations teams to implement resource-efficient practices.
- Recommend improvements to reduce water, energy, waste, and emissions.

7.4 Production Heads

- Integrate EHS objectives in manufacturing operations.
- Monitor and optimize resource usage (water, energy, materials).
- Ensure compliance with EHS policies in manufacturing operations.

7.5 All Employees

- Adhere to Environment, Health and Safety practices in manufacturing operations.
- Actively participate in waste reduction, water conservation, and energy-saving initiatives.
- Report environmental and safety hazards or non-compliance incidents.

8. Reporting

The progress on EHS goals, actions and other initiatives shall reported to the EHS committee during the planned board meetings.

9. Review

This Integrated Environment, Health and Safety Policy will be reviewed periodically to ensure its ongoing suitability, alignment with our business strategy, objective, and compliance with legal standards, national regulations, and international sustainability frameworks.

- **Every 3 Years Review:** A comprehensive review of the policy will be conducted during a period of 3 years.
- **Ad Hoc reviews:** Ad Hoc reviews may be initiated in response to significant changes in regulations, emerging sustainability risks or feedback from stakeholders.

The review process involves the following steps to ensure a thorough evaluation and enhancement of the policy:

I.Data Collection: Relevant data on environment, energy, waste generation, water consumption, Health & Safety leading and lagging will be collected from internal sources, external /Internal audit reports and feedback.

II.Assessment: This data will be reviewed to measure how well the policy meets its goals, using

KPIs to track our overall performance.

III.Feedback: Feedback from employees, suppliers, customers, and other stakeholders will be considered during the review process. Input will be gathered through surveys, Audits, and engagement forums.

IV.Legal and Regulatory Compliance: The policy will be cross-referenced with the latest laws and industry benchmarks to ensure full compliance.

V.Identification of Gaps and Opportunities: Any gaps in policy implementation or emerging opportunities for Improvement will be identified.

VI.Policy Updates: Necessary modifications to the Integrated Environment, Health and Safety Policy will be proposed to address identified gaps and regulatory updates.

VII.Approval: Proposed updates will undergo an internal review by key stakeholders, including senior management and the EHS Committee.

VIII.Communication: Following approval, the updated policy will be shared with all relevant parties, such as employees, suppliers, and partners.

IX.Implementation: The revised policy will be rolled out, and stakeholders will receive guidance on any changes to ensure seamless compliance.

X.Monitoring: Ongoing monitoring and assessment will continue to track the policy's progress and identify any emerging challenges.

10. Distribution

This policy will be made available to all employees and interested parties.

Next Review Date: 15/04/2029

Approved By



Director & COO

