

Ind-Swift Laboratories Ltd.		
Policy No- 051 Revision No- 01	Human Resource Policy Manual	Effective Date
Page 1 of 1	Environment, Health & Safety Statement (Global)	1 st July 2025

Ind-Swift Laboratories Limited is an environmentally responsible manufacturer of **Pharmaceutical products (Formulations / Finished Dosages)**.

Each Employee at Ind swift is committed to take adequate **Preventive measures related to Environment, Health and Safety** in developing, manufacturing, storing, handling, transportation and distribution of all our products.

Ind swift believes in sustainable development through proactive approach as per the following objectives:


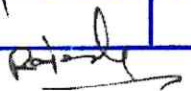


- **Comply** with the applicable legislations, Regulations and other internal and external EHS requirements.
- **Institutionalizing** a robust EHS management System supported by well-defined organizational structure.
- **Strive to minimize the impact** of our Operations and Business practices on Environment, Safety to ensure long term sustainability.
- To provide a **workplace free from Accidents, Injuries and exposure to hazardous chemicals**.
- **Evaluate EHS performance** and progress by setting time bound objectives and targets.
- **Ensure Offsite /On-Site Emergency procedure is communicated** to all employees, suppliers, contractors, Sub-contractors, Service providers, visitors, Local community and all other stake holders.
- **Ensure participation, consultation, awareness through trainings** among all our employees, contractors, Service providers, Local Community and those working on behalf of organization.
- **Ensure healthy environment and work life balance** for holistic well-being of our employees and other stake holders.
- **Ensure adherence to Elements of Social Compliance, Business Continuity Management, Prevention of Pollution, Accident free, Safe and Healthy work environment** for all people & Locations along with local community.
- **Ensure to conserve natural resources** so as to make our surrounding as better place to live for future generations

Administration & control of the policy-

HR is the process owner of this policy and its extended interventions.

Policy comes in effect from 1st July 2025 & will replace all previous original of revised versions

All final authority for interpreting any provision of this policy rests with the Corporate HR department, as approved and sustained by the Managing Director (MD) or Joint Managing Director (JMD).

(Proposed By)		(Reviewed and Endorsed By)	(Approved By)
Policy No.	Rev. No.	 Head-HR	Managing Director
(Concerned SME)			
CHRP/HR/051	Rev. 01	Original Copy	
			
Rajesh Kumar, Sr Manager- HR		Akash Deep Sharma	N R Munjal