

CHEMVEDA

EHS POLICY

Document Governance		
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Entities covered	Chemveda Life Sciences India Pvt. Ltd.	
Owner	EHS Department	
Revision History	Earlier Version: 00 Date of Revision: NA Revision Effective Date: NA	Policy Approved By: CEO Dr. Bheema Rao Paraselli <i>P. Bheema Rao</i> 11-Sept-2025

1.0 PURPOSE:

This EHS Policy states Chemveda is firmly committed to achieving excellence in Environment, Health, and Safety (EHS) and executing our operations sustainably. As part of our business culture, the importance of EHS is continuously reinforced and widely promoted across all levels of our organization. Our EHS Policy aims to create a safe and healthy workplace, as well as a clean environment, for our employees and contractors. We adhere to all relevant international standards in plant design, equipment selection, maintenance, and operations, ensuring the safe and environmentally responsible development of our services.

2.0 SCOPE:

The policy covers all aspects of EHS, including environmental sustainability, environmental protection and compliance, occupational health, hygiene, safety and well-being of all workers, contractors and visitors.

3.0 RESPONSIBILITY:

S. No	Department	Responsibility
➤	Division Head/CEO	It is responsibility of top management/occupier to define and authorize EHS policy with respective to environmental health and safety of workers at work & the organization and arrangement for the implementation.
➤	EHS	- EHS department is responsible for communicating the policy amongst all personnel and other interested parties (stakeholders) of the company. - EHS department is responsible for monitoring the compliance of the procedure.
➤	Division Head/Functional Head	Functional Heads and Unit Heads are responsible for implementation of the EHS policy in their respective functions and units.

➤	Employees	It is the responsibility of all personnel & other interested parties to understand the policy and support the management in fulfilling all EHS elements written in the EHS policy.
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4.0 DEFINITIONS:

- **EHS Policy:** It is a recognized written statement that states organization's commitment towards protection of environment, health and safety of the employees, as well as the society in the immediate surrounding neighborhood.
- **Interested Party:** Employees, clients, visitors, contractors, statutory authorities and a person or group of persons inside or outside the workplace, concerned with or may get affected by the EHS performance of the organization.

5.0 PROCEDURES/RULES/PROCESS:

Our Key Commitments

➤ **EHS Management System:**

A robust EHS Management System is underpinned by a well-defined organizational structure. The EHS Management System focuses on areas including energy consumption, water usage, biodiversity protection, and air pollution management. EHS performance is evaluated regularly at facility, regional/divisional, and corporate levels to track progress and maintain high standards of environmental protection and occupational health and safety.

➤ **Operational Safety and Environmental Management:**

We will conduct regular safety surveillance, inspections, and audits, maintain a permit-to-work system for operational and maintenance safety, engage in fire prevention and protection activities. We will operate Effluent Treatment Plants (ETPs), disposal of effluent to authorized Common Effluent Treatment Plants (CETPs) and hazardous waste disposal to Pollution Control Board (PCB) authorized incinerators for effective hazardous waste management. Additionally, we will prioritize the sustainable management of materials, chemicals, and waste to minimize environmental impact.

➤ **Legal and Collaborative Engagement:**

Chemveda is committed to working with relevant authorities and industries to align its operations and practices to comply with the applicable laws, regulations, and standards. We integrate environmental, health, and safety considerations as essential criteria in our monitoring procedures.

➤ **Employee Health and Occupational Safety:**

Chemveda will prioritize hygiene monitoring at workplace and conduct annual health assessments for all personnel at our facilities to ensure a healthy work environment. This includes maintaining the highest level of health and safety standards and implementing initiatives to reduce any adverse impacts of company's operations and on environment, surroundings and employee health, safety and wellbeing.

➤ **International Standards Compliance:**

We will comply with ISO 9001 for Quality Management Systems, and we are aiming to comply with ISO 14001:2015 for Environmental Management Systems and ISO 45001:2018 for Occupational Health and Safety in all our facilities to align with international best practices, in energy use, water management, and waste reduction.

➤ **Product Stewardship:**

We are committed to environmental responsibility at every stage of the product lifecycle. We use innovative methods to reduce environmental impacts related to energy, water, and biodiversity. We utilize sustainable technology effective technological solutions to minimize human and environmental risks, with a focus on elimination, substitution, reduction, recycling, reuse, and recovery at the source.

➤ **Continuous Culture Enhancement:**

We foster a culture of safety, health, and environmental care through ongoing education and participation by ensuring active involvement from all employees and stakeholders in enhancing our EHS performance. This includes advocating for environmental services to support sustainability objectives.