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# BIODIVERSITY POLICY

**Effective Date:** 5 June 2025

Policy Name	Biodiversity Policy
Last Update On	--
Version Approved by	Executive Director
Effective Date	5 June 2025

We at Tianish Laboratories Private Limited, realizing the dependencies and impacts of our business operations on Biodiversity and Ecosystem Services [BES], gratefully acknowledge the benefits brought about by BES.

We pledge to integrate BES considerations into our decision-making processes at all levels.

Our goal is to achieve Zero Loss to Biodiversity and Ecosystem Services across all our business activities, suppliers and partners.

Through proactive collaborations, we will contribute to the creation of a society that coexists with the nature, enabling the preservation of biodiversity and the sustainable use of the benefits of healthy ecosystems.

1. We are committed to reversing nature loss across all our existing sites. We'll achieve this by enhancing BES by actively involving all our employees and stakeholders in every step.
2. Our commitment is to apply mitigation hierarchy for all our new sites, conduct biodiversity risk assessment, and develop technologies that not only mitigate any negative impacts of our business on BES but also promote sustainable utilization of natural resources.
3. We strive to avoid operational activities near any key biodiversity areas across our value chain.
4. We will implement accountability frameworks for all our sites equipped with systems to manage and correct any performance gaps or unforeseen outcomes.
5. We will diligently pursue capacity building initiatives by ensuring inclusiveness in all efforts and facilitate systematic knowledge sharing on biodiversity with all pertinent stakeholders.
6. We shall institute responsible sourcing strategies aimed at mitigating and preventing any adverse impacts on BES, thereby guaranteeing their complete adherence to the principles of BES protection, conservation, and management.
7. Across all our sites, we will strive for a net positive balance wherever feasible, by 2030, guided by a diligently implemented Biodiversity Action Plan that includes measurable targets for priority areas and transparent reporting mechanisms aligned with global and national frameworks related to BES.
8. Our commitment extends to forging strong partnerships with government bodies, NGOs, civil society organizations, educational institutions, our value chain members in promoting the mission of BES conservation.