



ENVIRONMENTAL HEALTH & SAFETY POLICY

Effective Date: 14 May 2025

Policy Name	EHS Policy
Last Update On	--
Version Approved by	The Board of Directors of Matrix Pharmacorp Private Limited
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1. Purpose

Matrix Pharmacorp Private Limited is committed to safeguard the health, safety, and well-being of its employees, contractors, subcontractors, transporters, customers, and all stakeholders, and to conduct all activities in an environmentally conscientious and socially responsible manner, aligned with the principles of sustainability and ethical governance. Senior management is firmly dedicated to this policy, recognizing it as an integral component of the organization's stature as a leading pharmaceutical products manufacturer.

2. Commitments

Senior Management shall ensure that the business strategy is aligned with this EHS policy and will reaffirm the organization's commitment to:

- Comply with all relevant EHS regulations, statutory obligations, relevant OHS international standards and industry best practices.
- Conduct all operations, including support functions such as sourcing, procurement of plant and machinery, vendor and employee/contractor selection and placement, in accordance with applicable statutory requirements and best industry practices.
- Set up prioritization and action plans. Enhance measures to prevent injury, occupational illness, and adverse environmental impacts through employee involvement, robust EHS programs like safety audits, risk assessments, etc., and effective monitoring and management of risks.
- Train, instruct, inform, motivate, retrain, and supervise employees to carry out activities in a safe and environmentally responsible manner both on and off the site jobs.
- Develop a culture of health, safety, and well-being in employees and contract workers in all their activities both on and off the job, through training, motivation, two-way consultation and effective supervision.
- Promote a culture of mental well-being by supporting stress management, work-life balance, and access to resources through training (capacity building), awareness, and a supportive work environment.
- Conduct health check-ups of employees at periodic intervals and for specific exposures, as needed. Conducting industrial hygiene surveys periodically to assess and control environmental factors or stress arising in or from the workplace.
- Striving for continual improvement in EHS performance through periodic performance reviews, setting and evaluation of objectives and targets, and providing adequate resources.

- Evaluate suppliers periodically based on PSCI principles to ensure alignment with Environment, Health, Safety and ethical standards.
- Steadfastly committed to integrating global sustainability and environmental stewardship into all facets of our manufacturing operations, we ensure that this unwavering commitment minimizes our environmental footprint and contributes to a healthier planet.
- Provide adequate Personal Protective Equipment (PPEs). Promote and maintain a work environment in which each employee/contractor & subcontractor/transporter and other agencies take responsibility for their own safety and that of their colleagues.

3. Oversight and Implementation

The Board of Directors provides strategic oversight, ensuring that the EHS Policy aligns with corporate objectives, regulatory requirements, and industry best practices. The Board reviews performance, sets expectations, and holds leadership accountable for effective execution.

Executive management is responsible for implementing the policy by integrating EHS principles into business operations, decision-making, and risk management frameworks. This includes establishing governance structures, allocating resources, monitoring compliance, and driving continuous improvement.

To ensure accountability, designated teams and functional leaders oversee EHS initiatives, conduct regular assessments, and report progress to both executive management and the Board. Compliance with Environmental, Health, and Safety regulations is reinforced through audits, training, and stakeholder engagement to uphold the highest standards of workplace safety and sustainability.

The policy will be communicated to all employees, stakeholders, and is applicable to all facilities of the organization.
