



IOL Chemicals And Pharmaceuticals Limited

ENVIRONMENT HEALTH, SAFETY AND SUSTAINABILITY POLICY

Doc.# BNL-API/CHEM-E&S-POL-000002

Ref. SOP No. BNL-API/CHEM-QA-SOP-000079

IOL Chemicals and Pharmaceuticals Limited is wholly committed for protection of the Environment, Health and Safety of its employees and integrate the commitment into our routine practices. To realize the commitment, we shall implement the following EHS&S Policy:

We are committed to:

- Provide a safe workplace and a healthy work environment to employees, contractors and all the stakeholders.
- Establish systems, policies, procedures and compliance monitoring mechanism to fulfill applicable statutory compliance obligations and commitments on Environment, Health, Safety and Sustainability.
- Strive to minimize the adverse impact on Environment, Health, Safety and Sustainability by upgrading technology, consultation and participation of our employees, stakeholders and ensure optimum utilization of resources to promote environment protection and prevention of pollution.
- Integrate Environment, Health, Safety and Sustainability as an integral part of business for continual improvement of EHS&S management to enhance EHS&S performance.
- Cultivate a culture of health and safety by consultation and participation, so that our employees and contractors are aware of the relevant EHS&S issues, are trained and provided with the knowledge to perform their respective jobs safely.
- Review EHS&S Performance on a periodic basis, including setting and review of EHS&S objectives and targets for promoting continual improvement.
- Initiate measures to prevent injury, occupational illness, ill health through implementation of robust EHS&S programs and efficient management of risks.
- Integrate Sustainability considerations into all business decisions, functions, and work processes, with the aim of creating value and contributing to sustainable development and greener future.

This policy shall be implemented across the organization and communicated to all stakeholders.

A handwritten signature in blue ink, appearing to read 'Varinder Gupta'.

Varinder Gupta

Managing Director

Ver.# 1 (Effective Date: 31.01.2026)