

Policy

At Dr. Reddy's, we accelerate access to affordable and innovative medicines because **Good Health Can't Wait.**

This policy is applicable to all our research, production operations and business facilities. The policy is also extended to all our subsidiaries, joint ventures, licensees, and other business associates, as applicable.

We encourage suppliers and vendors also to adopt safe, healthy and environmentally responsible practices.

We shall strive to achieve "Goal Zero" in terms of incidents, injuries to people and damage to environment by:

- Complying with the relevant legal statutes and going beyond.
- Ongoing evaluation of processes for existing and new products and services, including its distribution and logistics, to identify associated hazards to all stakeholders, as well as environment and implementation of mitigation plans.
- Conducting environmental and social due diligence for all our mergers and acquisitions, and collaboration with value chain partners as part of their on-boarding process.
- Providing a safe working environment for our employees, contractors, visitors and other stakeholders.
- Integrating principles of conservation of resources, pollution prevention and remediation.
- Creating safety, health and environmental awareness and developing knowledge and skills through training and communication.
- Providing a system to identify and report unsafe acts and correct it by taking appropriate actions.
- Encourage employees to report all incidents including near miss or minor case.
- Developing an approach for making all our stakeholders aware and responsible to comply with our policy and principles.

To make Safety, Health & Environment an integral part of our business, we have articulated our guiding principles. This policy along with principles shall be communicated to all stakeholders and will also be made available to the public on request.

Principles

- **All injuries, damage to health, and damage to the environment can be prevented.**
We are committed to this basic belief.
- **All our business activities shall be conducted in a responsible and sustainable manner.**
Management is committed to environmental stewardship throughout the product lifecycle, and seeks innovative solutions to reduce environmental impacts and ensure a healthy and sustainable future for all.
- **We perform better when we work in harmony with our stakeholders.**
Proactive engagement with our stakeholders is required to ensure transparency and effectively address their concerns, thereby building robust relationships and growing together.
- **Every hazard can be identified, reported and mitigated.**
The workplace cannot be made fully hazard-free. Hazards can be identified, reported and mitigated or can be safeguarded by physical guards, trainings, rules and procedures. The objective is to perform all work safely.
- **Management is responsible for preventing injuries and damage to health and the environment.**
This shall be accomplished by providing a safe and environment friendly workplace.
- **Working safely should be clearly established as a condition of continued employment.**
All employees are expected to follow safety rules and policies. Management cannot discharge its safety responsibilities in the continuous presence of an employee who does not meet established standards of safe behaviour.
- **Training is an essential element to establish an injury free work environment.**
Management is committed to provide the requisite knowledge and standards. It is the responsibility of all employees to get trained.
- **Safety Observation by Line Management is a must.**
It is necessary to identify and correct all unsafe acts and thereby bring about a behavioural change to establish a safe culture as an ongoing process. Line Management refers to people at all levels in the organisation.
- **It is essential to report all incidents (including minor and near misses) and investigate those that have the potential to injure or damage health and the environment.**
Incident investigations that lead to corrective action and improved work practices are essential if we are to avoid repeated mistakes by adopting preventive measures.
- **Employee involvement is essential**
All employees are expected to actively participate in safety and sustainability initiatives driven by the organisation.