



Health, Safety and Environment Policy

Reliance Life Sciences strives to integrate occupational health, safety and environmental management systems into all business processes and operations, address and manage potential risks, and continually improve standards; while complying with regulations.

Reliance Life Sciences believes that the safety of a person overrides all operational targets. All injuries, occupational illnesses and safety and environmental incidents are preventable.

Reliance Life Sciences is committed to:

- Conduct all its operations in such a manner as to avoid any harm to its employees, contractors and community.
- Promote awareness of occupational health, safety and environment aspects among its employees and contractors.
- Minimise adverse impact on the environment.
- Utilise energy resources in a responsible and efficient way.
- Comply with all regulatory requirements pertaining to health, safety and environment.

Reliance Life Sciences strives to achieve this by:

- Designing research, manufacturing and allied facilities to conform to international standards, codes and best practices for ensuring safety and environmental protection.
- Carrying out changes through a well-defined system that recognizes impact on health, safety and environment.
- Reviewing and updating systems and procedures.
- Involving employees and relevant stakeholders in the health, safety and environmental management program, through consultation and participation.
- Training and validating employees and contractors on health, safety and environmental practices.
- Monitoring the work environment and effluents to ensure compliance to standards.
- Keeping abreast of international codes, standards and practices.
- Providing adequate resources and support in line with the size and context of operations.
- Considering health, safety and environmental aspects in performance management systems.
- Reporting health, safety and environment parameters in the annual report.
- Communicating this policy within the organisation and making it available to all external parties.

We will review this policy as and when required, and periodically, to ensure that it remains relevant and appropriate.

K. V. Subramaniam
President