



Sai Life Sciences

HSE&S Policy Implementation Guidelines

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1. Introduction

1.1 Purpose

This document translates Sai Life Sciences' HSE&S policy into implementable guidelines across operational sites. It provides a structured framework for executing environmental, health, safety, and sustainability objectives, aligned with company vision and stakeholder expectations.

1.2 Scope

This guideline is applicable to all Sai Life Sciences' facilities, employees, contractors, suppliers, and partners engaged in on-site and off-site operations where Sai has direct or indirect influence.

1.3 Roles and Responsibilities

- **Board of Directors:** Provide strategic direction and periodic performance review.
- **Executive Leadership:** Champion implementation, monitor HSE&S KPIs.
- **HSE&S Head:** Lead guideline deployment, maintain systems, ensure communication.
- **Site HSE Head:** Implement health, safety, and environmental (HSE) policies and programs aligned with business goals and regulatory requirements.
- **Employees and Contractors:** Comply with all HSE&S guidelines, raise safety concerns proactively.

2. Principles

2.1 Compliance with Legal Requirements

- Adhere to all applicable local and international HSE&S laws and standards.
- Conduct routine audits and ensure timely corrective actions.

2.2 Energy Consumption & GHGs

- Implement energy-efficient practices and renewable energy transitions.
- Track and report GHG emissions regularly.

2.3 Water Stewardship

- Reduce freshwater usage
- Promote reuse, recycling, and rainwater harvesting.

2.4 Biodiversity

- Incorporate biodiversity into site planning.
- Support local conservation efforts.

2.5 Pollution Prevention

- Prevent accidental releases via engineering controls and emergency planning.
- Monitor emissions and effluents continuously.

2.6 Chemicals & Waste

- Minimize hazardous substances.
- Promote circular economy through safe reuse and disposal.

2.7 Product Stewardship

- Ensure safety throughout product lifecycle.
- Include take-back and recycling mechanisms.

2.8 Process and Contractor Safety

- Conduct risk assessments and implement HAZOP and relevant risk assessments.
- Ensure contractors follow Sai's safety protocols.

2.9 Value Chain Responsibility

- Evaluate suppliers on HSE&S metrics.
- Conduct joint audits and capability building.

2.10 Stakeholder Engagement

- Enable transparent communication and feedback.
- Conduct safety and sustainability awareness sessions.

3. Objectives & Targets

- Zero harm – Ensure no fatalities or serious injuries.
- 100% site certification for ISO 14001, ISO 45001 by FY 27 for all Indian sites
- 15% reduction in freshwater use and 50 % water recycling by FY29 considering FY 24 as the baseline year.
- Circular economy in waste with 100% diversion from landfills by FY29.

Emission reduction target:

- Base year: FY24 Target year: FY35
- To reduce absolute scope 1 and 2 GHG emissions 58.80%
- To reduce Scope 3 emissions by 63.80% per unit revenue (in Rs. Million)
- Energy: We aim to transition to 80 % renewable energy across all our operations by the year 2030.
- Materials, Chemicals and waste: ≥ 2 % recycled/renewable content in primary packaging by 2030
- Product End of Life: To increase the average number of products going through a circular economy model by 10% by 2025.

Customer health and safety:

- Zero product recalls related to customer health and safety

4. Review and Update

This document will be reviewed annually by the HSE&S function. Updates will be endorsed by the Executive Leadership and shared with all stakeholders.

5. References

- ISO 14001:2015 – Environmental Management Systems
- ISO 45001:2018 – Occupational Health & Safety Management Systems
- GRI 2021 Framework
- Sai Life Sciences HSE&S Policy Document
- Internal SOPs and Risk Registers

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