



Sai Life Sciences

Health, Safety, Environment & Sustainability
Policy Implementation Guidelines

Version 1.0 | Date: July 2025

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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 HSSE 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 HSSE 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 promote the use of renewable energy sources to minimise energy consumption and dependence on fossil fuels.
- Reduce greenhouse gas emissions and minimise the organisations carbon footprint to combat climate change.

2.3 Water Stewardship

- We are committed to reducing freshwater withdrawal by managing water resources responsibly, promoting sustainable water practices and Commitment to water stewardship and/or collective action
- 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.
- Committed to reducing air pollutants (PM, SO_x, NO_x, and VOCs), as well as controlling noise and odor emissions, to ensure all parameters remain within applicable regulatory limits and environmental standards
- 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 HSSE metrics.
- Conduct joint audits and capability building.

2.10 Stakeholder Engagement

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

2.11 Customer Health and Safety

- Ensuring compliance with global pharmacovigilance and product safety standards to protect patient and consumer health.
- To identify, assess, and mitigate health and safety risks that may impact customers through systematic risk assessments, hazard controls, and preventive measures.

3. Objectives & Targets

We aim:

- Zero harm – Ensure no fatalities or serious injuries.
- 100% site certification for ISO 14001, ISO 45001 by FY 27.
- 15% reduction in freshwater use and 50 % water recycling by FY29 considering FY 2024 as the baseline year.
- Circular economy in waste with 100% diversion from landfills by FY29.
- Considering FY 2024 as base year and FY 2035 as target year, reduce absolute scope 1 and 2 GHG emissions 58.80% and Scope 3 emissions by 63.80% per unit revenue (in Rs. Million).
- To transition to 80% renewable energy across all our operations by the year 2030.
- 5% reduction in SOx, NOx, and VOC emissions by FY 2030.
- To ensure that at least 2% of the primary packaging material contains recycled and/or renewable content by FY 2030
- To increase the average number of products going through a circular economy model by 10% by FY 2027.
- To increase tree plantation by 10% year-on-year, considering a base of 5,000 trees in FY 2024, to enhance biodiversity and environmental sustainability.
- Zero product recalls related to customer health and safety.
- Zero product-related safety incidents.
- 100% GMP Pro & regulatory compliance for all products.
- 100% resolution of customer safety complaints within defined timelines.

4. Implementation & Monitoring

Sai Life Sciences implement this policy through regular training, clear communication of expectations to all employees, and ongoing monitoring of Health & Safety practices across our operations and supply chain. We will conduct periodic reviews to ensure that the policy remains effective and that any necessary adjustments are made to align with evolving legal and societal expectations.

5. Review and Update

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

6. References

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



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**Make it
better
together**