

## **ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY**

Fresenius Kabi Oncology Limited (FKOL) is committed to strive for excellence and leadership in the field of Environment, Health, and Safety (EHS) to protect the environment in which we operate and to ensure the health and safety of our employees, community, customers, and other stakeholders. We commit ourselves to:

- comply with relevant legal requirements and standards and to work for continuous improvements in our EHS performance based on technological advancements, customer needs and stakeholders' expectations through strategic EHS objectives.
- protect and safeguard the wellbeing of all the employees of the organization by eliminating OH&S risks and preventing work-related injuries, ill health, diseases and incidents by implementing the hierarchy of controls.
- protect environment by pollution abatement measures, using natural resources with responsibility, re-using and recycling wherever possible and identifying environmental aspects and impacts.
- provide adequate resources and support for planning, maintenance and creating safe working conditions across FKOL and conduct management programs, audits and periodic reviews towards improving EHS objectives and targets.
- participation and involvement from employees, workers, and stakeholders to improve EHS performance by fostering a spirit of participation and to provide training, information, instruction and adequate supervision to our employees, workers, contractors, and suppliers to do their jobs in a safe and healthy environment.
- consider environmental and OH&S criteria when designing or procuring products, machinery, equipment, and services taking into account their life cycle and environmental aspects and impacts and to ensure that goods and services are procured sustainably and encourage our suppliers and contractors to improve their environmental performance.
- incorporate key performance indicators for EHS performance to monitor trends and create improvement plans for continuously upgrading sustainability by including the EHS performance in our annual report.

**ARVIND KUMAR SHARMA**

Managing Director

This policy is applicable to all the employees, temporary workers, and other stakeholders of Fresenius Kabi Oncology Limited at production unit of Active Pharmaceutical Ingredients and Excipients at Kalyani (West Bengal), Finished Dosage Formulation facility at Baddi (Himachal Pradesh) and the Innovation & Development Centre at Gurgaon (Haryana) and is aligned with the global EHS policy of Fresenius Kabi AG.