



BIODIVERSITY POLICY

Our Commitment to Biodiversity :

We at 'Zydus Wellness' are committed to human lives, mother earth and environment by preventing and abating pollution through adopting robust biodiversity management practices and continual improvement of biodiversity aspects.

Conservation of biological diversity and sustainable use of its components are of paramount importance for us. At Zydus Wellness, biodiversity-related targets for priority areas are measurable goals to conserve, restore, and sustainably manage ecosystems and species in locations of ecological importance. These targets guide our actions to avoid and minimise impacts, enhance habitats, and offset unavoidable losses, with a commitment to achieve *no net loss of biodiversity by 2050*.

This policy applies to all existing & upcoming manufacturing units of Zydus Wellness Limited and its subsidiaries. This policy is intended to demonstrate its consideration of its biodiversity protection as an integral part of its business and is aligned with the major goals of UN Convention of Biological Diversity. We expect our suppliers & partners to also abide by the commitments made in this policy.

Key Principles:

(a) Conservation:

We are committed to conserving and protecting biodiversity by:

- Identifying and prioritizing areas of high biodiversity value within our operations and supply chains.
- Implementing conservation measures to preserve and restore natural habitats.
- Complying with all relevant biodiversity laws and regulations.
- Avoiding operational activities near sites containing globally or nationally important biodiversity.
- Tree plantation for ensuring the preservation of flora and fauna.
- Minimise dependency on fossil fuel through increased use of renewable sources of energy
- Disposal of wastes generated (hazardous and non-hazardous) through re-cycling, re-using and co-processing through Central Pollution Control Board registered plastic waste processor service providers.
- Reduce fresh water consumption through re-cycling and manage safe disposal of treated water.

(b) Awareness, Education, Communication and Engagement:

We will promote biodiversity awareness and education by:

- Providing training and resources to employees and stakeholders on the importance of biodiversity conservation.
- Encouraging our employees and partners to actively engage in biodiversity-related initiatives.
- To provide training and focus on capacity building of farmers on good animal husbandry practices, animal nutrition, cultivation, conservation and sustainable agriculture practices.
- Conducting a periodic biodiversity risk assessment to identify, evaluate, and manage potential impacts on ecosystems and species across our operations and supply chain.

(c) Conducting Responsibilities:

We integrate the mitigation hierarchy into our planning and decision-making processes to systematically avoid, minimise, restore, and offset biodiversity impacts, ensuring sustainable and responsible operations.

Every employee, partner, and stakeholder of Zydus Wellness is responsible for:

- Understanding and adhering to this biodiversity policy.
- Reporting any potential or actual biodiversity impacts resulting from our activities.
- Contributing to the achievement of our biodiversity goals.

Policy Implementation:

Governance

The CSR & ESG committee reviews the performance of the Company against its policies and commitments on an annual basis. The respective manufacturing site's EHS team headed by HOD-Manufacturing is entrusted with implementation of Biodiversity policy and commitments at ground level. The core EHS team will –Develop processes and guiding rules required to implement this policy,

- Assign managerial responsibilities,
- Monitor progress and report to HOD-Manufacturing.
- Ensure that any breaches are investigated, and corrective actions taken, and
- Facilitate training and capacity building required for effective implementation of this policy.

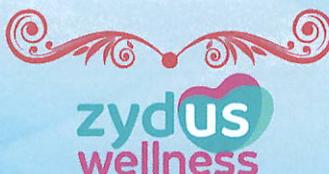
Review and Revision:

This Biodiversity policy will be subjected to revisions, if required, based on review, benchmarking process to reflect changes in legal requirements, industry standards, and our organizational needs.

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