



OneSource Specialty Pharma Limited

Environment, Health, and Safety Policy and Framework

1. Introduction

At OneSource Specialty Pharma Limited (“OneSource”), we are committed to maintaining a safe, healthy, and environmentally responsible workplace while upholding the highest standards of sustainability across all operations.

We recognise that proactive identification and management of Environment, Health, and Safety (EHS) risks are essential to protecting our people, preserving natural resources, and ensuring business continuity. OneSource is committed to maintaining robust operational and process safety practices that minimise hazards and safeguard employees, contractors, and communities. This approach includes comprehensive planning and readiness for emergencies and crises.

We integrate sustainable practices into our operations and decision-making to reduce environmental impact and contribute to long-term ecological balance. All employees, leaders, contractors, partners and other stakeholders share responsibility for adhering to this Policy and for continuously improving our EHS performance. Through this Policy, we aim to strengthen our culture of safety, environmental stewardship, and accountability across the organisation.

2. Objectives

We are committed at fostering a workplace that is safe, healthy, and environmentally responsible, while embedding sustainability into all aspects of our operations. We are committed to:

- Protecting the health and well-being of our employees, contractors, and stakeholders.
- Identifying, assessing, and effectively managing EHS risks across our operations.
- Minimising environmental impacts through efficient resource management, responsible waste management, and pollution prevention.
- Ensuring compliance with all applicable legal, regulatory, and industry standards.
- Promoting a culture of safety, where every individual takes ownership of EHS practices.
- Driving continuous improvement through performance monitoring, adoption of best practices, and innovative solutions.
- Contributing positively to the environment and the communities where we operate.

3. Scope

This Policy applies to all employees (including permanent, temporary, and contract staff), contractors, suppliers, service providers, subsidiaries, and key stakeholders engaged in our operations and any individual working under the company’s supervision or control, across all locations and functions.

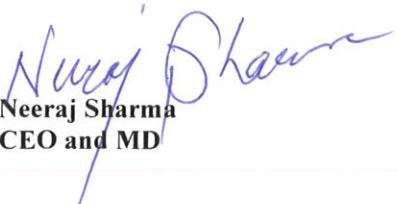
Environment, Health, and Safety Policy

OneSource Specialty Pharma Limited (“OneSource”), a pure-play specialty pharma CDMO, considers Environment, Health, and Safety (EHS) to be a fundamental part of its long-term business strategy and a key driver for sustainable growth.

This Policy applies to all employees (including permanent, temporary, and contract staff), contractors, suppliers, service providers, subsidiaries, and key stakeholders engaged in our operations and any individual working under the company’s supervision or control, across all locations and functions.

We are committed to highest standards of EHS performance by:

- Complying with all applicable laws, regulations, legal requirements, and all other applicable requirements.
- Building a network of responsible business partners, to diligently ensure environmental stewardship across the sustainable value chain and product life cycle, starting from sourcing of raw materials to the manufacturing and distribution of our products.
- Protecting the environment through pollution prevention, responsible resource conservation, sustainable use of energy and water, waste reduction through recovery, reuse and recycling, climate change mitigation, and biodiversity protection.
- Ensuring to reduce dependency on fossil fuels and increase the use of renewable energy in our energy mix. To actively explore options and implement measures to reduce greenhouse gas emissions and waste generation.
- Promoting tree plantation and protecting biodiversity at our sites.
- Providing a safe and healthy working environment by eliminating hazards and reducing occupational health and safety risks.
- Enhancing EHS awareness through systematic training and fostering active communication and participation among employees and the contract workforce in EHS matters.
- Defining clear EHS roles and responsibilities flowing from senior leadership to site managers and supervisors.
- Providing the framework and resources for setting, reviewing, and achieving EHS objectives and targets, and benchmarking the performance through periodic audits and effective documentation.
- Continuous improvements in EHS management system through implementation of latest technology and best practices.
- Sharing EHS performance and progress with both internal & external stakeholders with the objective of spreading awareness on EHS matters.


Neeraj Sharma
CEO and MD

Date: 14th May 2026

4. Our EHS Principles

4.1. Regulatory, Statutory Compliance, and Governance

- **Compliance Monitoring:** We commit to full compliance with all applicable environmental, regulations, relevant international Occupational Health and Safety (OHS) standards, voluntary programs and/or collective agreements on OHS. Specialist teams are responsible for monitoring and ensuring that all regulatory and statutory requirements are consistently met and where possible exceeded. The organisation will establish measurable objectives and performance indicators for EHS. All metrics will be aligned with regulatory requirements, governance framework, and industry best practices.
- **Regulatory Updates:** We will establish an internal regulatory update mechanism to systematically track changes in EHS laws, regulations and guidelines. Compliance programs will be regularly reviewed and updated to ensure alignment with emerging legislation.
- **Internal Audits:** We will perform regular internal audits and risk assessments to evaluate EHS performance and compliance, with a focus on identifying gaps and implementing timely and corrective actions promptly. We will establish measurable targets for improving OHS performance metrics.

4.2. OHS Practices

- **Workplace Risk Assessment:** A comprehensive risk assessment process will be employed across all sites for hazard identification and risk assessments, including chemical handling, equipment operation, and laboratory activities. For every hazard identified, appropriate risk mitigation strategies will be implemented to eliminate or minimise risks to health, safety, and the environment.
- **Standard Operating Procedures (SOPs):** Develop SOPs for critical processes, including handling hazardous materials, equipment operations, and emergency responses. SOPs will be reviewed and updated regularly to reflect best practices in the pharmaceutical sector.
- **Personal Protective Equipment (PPE):** Appropriate PPE will be provided for specific laboratory or production environments, including respiratory masks, gloves, safety goggles, and specialised protective gear. PPE usage will be strictly enforced and employees will receive training on its proper use.
- **Health Surveillance:** Periodic health check-ups and occupational health monitoring will be conducted for employees, particularly those working in high-risk areas.
- **Incident Reporting and Management:** A robust incident reporting system will be in place, ensuring every incident or near miss is reported, investigated, and followed by corrective actions. Lessons learned from incidents will be communicated organisation wide.

- **Behavioural Safety Programs:** Promote a proactive safety culture through the implementation of awareness campaigns and employee engagement programs. Employees will be expected to and are encouraged to report unsafe behaviors or conditions without fear of retaliation. Regular safety awareness campaigns will be organised to reinforce safe practices, increase hazard recognition, and strengthen collective responsibility for workplace safety.
- **Emergency Preparedness:** Maintain and test emergency response plans addressing fire, chemical spills, and other workplace hazards.
- **Occupational Health Programs:** Specialised programs focusing on stress management, and mental well-being will be made available to all employees. By providing access to these initiatives, OneSource seeks to foster a healthy workplace culture.

4.3. Environmental Stewardship

We will integrate environmental considerations into every aspect of its business and strive to achieve measurable progress toward sustainability goals.

- **Climate Action and Energy Efficiency:** We strive to reduce greenhouse gas emissions in alignment with global climate goals and transition towards renewable energy sources across our operations. We actively measure greenhouse gas emissions including Scope 1 and Scope 2 emissions, as well as material categories of Scope 3. Efforts will be directed towards minimising the overall carbon footprint by adopting energy-efficient technologies and increasing the use of renewable energy in our facilities.
- **Water Stewardship:** We recognise water as a finite, shared resource essential for life, business continuity, and community well-being. Our operations will be managed to minimise water consumption, prevent contamination, and promote reuse and recycling wherever feasible. By adopting sustainable water practices, we seek to safeguard natural resources, support community resilience, and contribute to long-term environmental stewardship.
- **Pollution Prevention and Air Quality:** We are committed to implementing measures that prevent pollution and maintaining air quality standards that protect employees, communities, and ecosystems. Stack and ambient air monitoring will be conducted as per applicable permit requirements. We will also adopt best practices to minimise noise and odor impacts and will maintain secondary containment systems to prevent any accidental release.
- **Circular Economy and Waste Management:** We have developed a waste management program that prioritises reduction, reuse, and recycling. This program will ensure safe disposal of hazardous, bio-medical, non-hazardous, solid, and plastic waste in line with the current environmental regulations.

- **Biodiversity Protection:** We acknowledge the importance of preserving ecosystems and species diversity and will avoid activities that harm sensitive habitats and support initiatives that restore and protect biodiversity.

4.4. Continuous Improvement and Innovation

- **EHS Performance Metrics:** We will establish clear metrics and key performance indicators (KPIs) to measure our environmental impact, workplace safety, and health outcomes. Regular reports will track progress against these targets;
- **EHS Innovation:** We will continuously invest in research and development of new technologies that improve environmental outcomes and enhance worker health and safety;
- **External Certifications:** We aim to maximise coverage of our facilities' management systems through globally recognised certifications such as ISO 14001 for Environmental management, ISO 45001 for Occupational Health and Safety, ensuring we meet the highest industry standards.

5. Stakeholder engagement and Transparency

- **Employee Participation:** We will promote a culture of open communication regarding EHS issues. Employees at all levels will be encouraged to participate in safety committees, submit suggestions, and report hazards without fear of retaliation.
- **External Engagement:** We will collaborate with regulatory bodies, local communities, and industry associations to ensure that our EHS initiatives align with stakeholder expectations and broader industry goals.

6. Governance and Responsibilities

Board of Directors, including Board Committee: The governance framework for overseeing this Policy is firmly rooted in the leadership and strategic direction provided by the highest governing body within OneSource. Oversight is exercised under the advisement of the board-level Environmental, Social, Governance (ESG) Committee ("Committee"). The Committee operates with a clear mandate to ensure that all sustainability initiatives align with OneSource's core values and strategic objectives, while meeting regulatory and stakeholder expectations.

Senior Leadership and Management: Develop and endorse the EHS Policy framework, ensuring alignment with business goals and regulatory requirements. Provide necessary resources for implementation and review of EHS performance. Ensure adherence to applicable EHS regulations and maintain mechanisms to monitor updates as per relevant laws.

EHS Management Team: Enforce EHS policy framework, update SOPs, and monitor compliance across all sites. Conduct regular risk assessments and audits. Ensure prompt incident reporting and participate in investigations. Design EHS training programs and ensure staff readiness for emergency situations.

Site Managers and Supervisors: Ensure day-to-day adherence to EHS SOPs, monitor operations for risks, and enforce PPE use. Oversee incident reporting and corrective actions and facilitate emergency response. Encourage safety awareness and promote active participation in EHS programs.

Employees: Follow all EHS guidelines, wear PPE, and report hazards or unsafe conditions. Engage in EHS training, emergency drills, and safety initiatives, contributing to a safe workplace. Employees are expected to comply with environmental procedures, participate in training, report incidents or concerns, and contribute to continuous improvement initiatives

Contractors and Suppliers: Follow OneSource's EHS SOPs and ensure employees and subcontractors are trained in safety practices. Report any hazards or incidents immediately and cooperate with investigations.

7. Training and Awareness

At OneSource, every individual and key business stakeholder plays an active role in ensuring environmental protection and safety. Each individual plays an active role in creating a safe and sustainable workplace. To support this commitment, we provide mandatory onboarding and periodic refresher training for all employees and on-site contractors. These sessions cover environmental responsibilities, spill prevention, waste management, water efficiency, energy efficiency, hazard identification, safe work practices, emergency preparedness, reporting protocols, and the proper use of PPE.

In addition, role-specific training is delivered to EHS teams, engineers, maintenance personnel, utilities, and procurement staff to address specialised risks and compliance requirements. Employees also receive awareness programs on ESG and sustainability obligations at both corporate and site levels. Compliance with training schedules is monitored across all sites to ensure effectiveness. Through these initiatives, we aim to empower individuals to act responsibly, raise concerns, and take ownership of both their safety and environmental stewardship.

8. Grievance and Feedback Mechanism

We promote a culture of open communication and encourage all stakeholders to raise concerns related to occupational health and safety without fear of retaliation. We are committed to addressing every grievance promptly, fairly, and transparently. We strictly prohibit retaliation against any individual who raises concern in good faith. Any act of retaliation will result in disciplinary action in accordance with company policy.

- **Reporting Concerns:** All stakeholders, including employees, contractors, suppliers, and visitors, are encouraged to report any EHS-related concerns, unsafe practices, or violations through our established reporting and grievance mechanisms.

- **Feedback and Suggestions:** We value input from our workforce and actively seek feedback on our EHS processes. Employees and contractors are encouraged to share suggestions and observations to help us continually improve workplace safety and health performance.
- **Investigation and Resolution:** All grievances and feedback will be logged, investigated, and resolved within defined timelines. We are committed to resolving all concerns effectively while maintaining the confidentiality of the individual reporting.

9. Communication and Periodic Review of Policy

This Policy has been approved by the Board of Directors and will undergo review every two years, or sooner if required by regulatory changes or organisational needs.

The EHS Head, along with the respective EHS site team, shall conduct periodic reviews to ensure continued alignment with organisational objectives and compliance with applicable regulations. As part of this process, the EHS Head will schedule a management review meeting with senior leadership.

Based on the recommendations arising from the management review, the Board may amend this policy as necessary to reflect evolving requirements and organisational priorities.
