

SAFETY, HEALTH & ENVIRONMENT POLICY

MSN Group of companies, headquartered in Hyderabad and founded in 2003 by Dr. MSN Reddy, is a fast-growing, research-driven integrated pharmaceutical company on a mission to provide affordable healthcare while upholding the highest quality standards. Guided by ESG principles, the company advances sustainability through waste reduction, recycling, energy-efficient technologies, and responsible supply-chain practices, delivering measurable environmental and social impact.

Objective:

At MSN safety, health and environment is considered as an integral part of our business processes. We are committed to adopt a systematic approach to safety, health and environmental management with the aim to contribute to the society and the planet.

Scope of application:

This policy shall apply to all MSN Group operations, including R&D, manufacturing, storage, logistics, and related activities, and extends to all employees, contract workers, and personnel under our supervision. Suppliers, service providers, and partners engaged with MSN are expected to integrate and uphold the principles and standards outlined in this policy within their own operations.

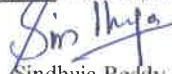
Principles:

MSN is committed to SH&E through the below principles and initiatives:

- Ensure full compliance with all applicable laws, regulations, permits, and other requirements across all locations where MSN operates.
- Implement effective controls for pollution prevention and environmental protection at all levels of operations, including air emissions, wastewater, waste, and chemical management.
- Prevent the release of Active Pharmaceutical Ingredients (APIs) into the environment through monitoring, and treatment measures, ensuring discharges meet applicable regulatory standards and internal performance criteria.
- Strengthen water stewardship by reducing water consumption, promoting reuse/recycling, and ensuring responsible wastewater and effluent management through appropriate treatment systems and discharge.
- Provide safe and healthy working conditions by preventing work-related injuries, occupational health and safety risk, and ill health for employees, contract workmen, visitors and other stakeholders.
- Build competence and awareness through structured training and capacity building programs focused on SH&E compliance, operational safety, occupational health, and environmental protection and promote adoption of best practices aligned with recognized standards.
- Improve existing resource efficiency by conserving energy, reducing waste generation, and adopting reduction, recovery, reuse, and recycling practices to support circular economy principles.
- Ensure to protect biodiversity by identifying and minimizing impacts on ecosystems, wildlife, endangered species, and protected areas by integrating ecological safeguards into operational planning and controls at all units.
- Promote a sustainable value chain through supplier engagement, setting SH&E expectations for contractors, business partners and encouraging responsible practices across the product life cycle from sourcing to manufacturing and distribution.
- Adopting best practices in Safety, Health, and Environment through continual improvements in SH&E management system that pursues the latest developments in this area.
- Consider the SH&E principles and align green chemistry principles in the R&D and product development stage
- Promote effective communication, consultation, and participation of employees and contract workmen to promote transparency and reporting to relevant stakeholders to maintain highest standard of Safety, Health and Environment policy.
- To engage with the suppliers and third parties associated with the company to support good SH&E practices and compliance aligned with the SH&E principles adopted by MSN group.

MSN management is committed towards implementation and penetration of the SH&E policy. This Policy will be communicated and made available to the relevant interested parties.

Policy review: Periodically reviewed as necessary or once in three years to accommodate changes, if any


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Director


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