

Environment, Health, Safety, Wellbeing and Sustainability Policy



At Mankind Pharma, we are fully committed to achieve excellence in Environment, Health, Safety, Wellbeing (EHSW) and Sustainability and conduct our activities in more responsible way.

We achieve the same by :

1. Complying with all applicable laws, regulations and other requirements in which the company operates.
2. Undertaking environmental impact assessment, wherever applicable and ensuring protection of environment and prevention of pollution across all levels of operations and aspire throughout supply chain.
3. Providing safe working environment and wellbeing for our employees, contractors and sub-contractors, visitors, nearby communities and other stakeholders.
4. Promoting energy conservation, waste management through recovery, recycling, reuse and reduction (4R's) approach from operations & end use of products through extended producer responsibility; water consumption reduction and promote wastewater recycling/reuse; eliminate hazards and risks where ever possible, and where elimination is not possible effectively manage hazards & risks, prevent injury and ill health.
5. Providing system to encourage employees, contractors and sub-contractors to identify and report all incidents / unsafe acts / unsafe conditions including near miss and correcting it by taking appropriate corrective actions in a time bound program.
6. Integrating sustainability considerations into all business decisions and processes with the aim of creating value, promoting responsible and sustainable resource consumption; mitigating future risks by committing product stewardship across the product life cycle.
7. Providing the frame work, adequate resources and conduct periodic EHSW internal and external audits for effective and continual improvement in the EHSW management system; strive to achieve the sustainability goals and targets; measures and monitor its performance in a timely manner.
8. Adopting global best practices in EHSW management system through effective communication; consultation and participation with the stakeholders; provide necessary training to all employees, workers, contractors and sub-contractors.
9. Reducing environmental impact through responsible handling of materials, hazardous substances, waste and chemicals to safeguard the ecosystem.
10. Ensuring customer health and safety by strictly adhering to regulatory standards and adopting safe manufacturing practices at our operations.
11. Implementing digitisation of all EHSW documents, records, procedures & registers.
12. Applying the materiality principle to guide ESG priorities and ensure monitoring and disclosure of ESG performance in line with recognized sustainability reporting frameworks.
13. Integrating material sustainability risks into enterprise risk management frameworks.

This policy shall be reviewed periodically (as and when need arises) for incorporating any changes and ensure its effectiveness in the organisation. The policy will be made available to stakeholders and interested parties.

R.C. Juneja
Executive Chairman

09th May 2026
New Delhi