



Sustainability Policy

Human
Wellness



RESPECT each other's differences

FREEDOM in your work and
personal lives

TRUST you as an adult

TRUTH in what we do every day



MEGA COMMITMENT

is to provide

**Quality Products and Services to
Our Customers**

**Through constant Improvement and
Innovation**



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Introduction

We are all privileged to work for one of the finest companies. It is our utmost responsibility and duty to preserve and strengthen our Company's worldwide reputation built by people over many years. We have built our successes on the strong foundation of sustainable, transparent & Ethical business practices and quality products. Our quest for growth and excellence goes hand in hand with unflinching commitment to integrity in all our relationships with employees, customers, suppliers, government, local communities and our collaborators and shareholders.

Mega Lifesciences is committed to operating its business in accordance with principles of good governance with the underlying goal to achieve sustainability which will promote social, economic and environmental aspects in its operations and across the value chain including but not limited to stakeholders like suppliers, customers, service providers and joint venture partners.

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Foundation

Mega Lifesciences is committed to and promotes sustainable development of business while addressing concerns of economic, social and environment aspects of doing business. Mega Lifesciences acknowledges understands and professes the aspects of occupational health and safety, environment and social impact of business including the wellbeing of communities. Business is conducted with the sustainability as a key consideration and the end result being a sustainable organization which continues to live and grow beyond all of us and will continue delivering positive results to stakeholders including public, investors, government, employees, etc.

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Sustainability and risk management

Mega Lifesciences considers risk management as an important part of sustainability and hence identifying, mitigating and reporting risks is an important part of the



strategy and conduct of business. Mega Lifesciences assesses risks and sets risk management measures to mitigate/ manage risks including identifying emerging risks and reporting the same

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Governance

Mega Lifesciences has built a strong foundation of corporate governance which includes compliance with laws and policies. The company has laid down various codes such as Business Ethics and Code of Conduct, Anti-Bribery policy, Risk Management policy, Marketing code of Ethics, Directors policy, Data protection policy, Health Safety and Environment policy, Human rights policy, whistle blower policy and related policies which form a framework of sustainable corporate governance.

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Value chain

Mega Lifesciences promotes good governance through implementation of anti-bribery, Employee health and Safety, environment friendly practices and other policies across the value chain. We promote innovation and product/ service improvements across the value chain and support innovative business practices among our business partners.

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Environment, health and safety

We strive to protect the safety, health and well-being of our stakeholders through EHS management systems and safety requirements for our value chain partners. We pursue environmentally sound business practices and work toward continual improvement in our EHS performance year on year. We record and investigate all incidents and train to enhance capabilities of employees and contractors on safety



concerning workplace-related hazards, associated risks and measures required to mitigate these risks.

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Human rights

Mega Lifesciences respects human rights and follows the framework of United Nations and International Labor organization. We treat all employees in a fair and just manner and have clearly laid down policies for evaluation, conduct and work evaluation. We protect employees rights and safeguard their dignity including confidentiality of their information.

We provide the required tools at work and also arrange for appropriate training and capacity building of employees.

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Community

Mega Lifesciences engages with communities in each country/ location taking such steps as may be required to mitigate the impact on the communities, if any, due to Mega Lifesciences' operation. We continue to support several community welfare, health and educational activities, essentially in communities by providing healthcare education, improvement of community infrastructure, scholarships, etc. We also respect the rights of indigenous people and ensure such communities are part of our overall welfare and engagement programs.

Mega Lifesciences encourages and promotes participation of the community and stakeholders by inviting advices, fair treatment of stakeholders.

Mega Lifesciences works with public sector, industrial associations and other communities to develop, implement and adopt the sustainable business practices.

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Environment and Climate Change

Mega Lifesciences is committed to maintaining, preserving, managing and developing the environment. We will invest, innovate, develop, adapt and or



implement such practices, processes, tools and ideology to ensure higher efficiency of environmental quality management and control

We will innovate, create, adopt and or implement practices/ tools which will lead to reduction of emission, optimal waste management, waste reduction, pollutants and greenhouse gases and thereby positively impact the society and planet.

We will define targets for greenhouse gas emissions, energy efficiency, green energy sources and are committed to conducting business with such methods that shall positively impact the planet thus resulting in sustainable business creation and growth.

We are committed to evaluate, explore and search for innovative methods to conduct business in a manner which optimizes the available natural resources.

11 Disclosure of this policy

We will disclose this sustainability policy and our sustainability performance in all aspects and share the required information with the agencies in a acceptable and timely manner. We will also strive to implement the improvements required and stay updated with the industry and the economy.

We will also disclose this policy to our stakeholders including employees for their acknowledgement and implementation in the company's day-to-day conduct.

14 Enforcement of this Code

All Directors, Executives, employees and associates including suppliers, joint ventures partners, consultants and service providers shall comply with this code in addition to any specific requirements as per the Agreements signed with Mega. IN the event of discrepancy between this Code and the Agreements/ documents, the Agreements/ documents shall prevail.