






GOOD PEOPLE
for GOOD HEALTH

J B Chemicals & Phamaceuticals Ltd

ENVIRONMENT, HEALTH & SAFETY POLICY



Environment, Health & Safety

Environment, Health & Safety policy	Name	Date	Signature
Approved by: JB Pharma ESG Team	Mr. Jason Dsouza	22-11-2023	
Approved by: JB Pharma : President Operations	Mr. Kunal Khanna	02-12-2023	
Approved by: KKR ESG Team	Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12- 2023	Approval on email
Approved by: JB Pharma CEO & Whole -Time Director	Mr. Nikhil Chopra	13-12-2023	

Nature of changes: New Policy

Reason: At JB Pharma, EHS is one of the priority areas, which enable us to conduct the business in an environmentally responsible manner. The EHS department have a goal of managing compliance with vast array of environmental laws that protect environment, health & safety of our employees as well. Robust governance helps us to produce high quality products for our customers globally.



Sr. No.	Contents	Pg. No.
1	Defined Terms and Abbreviations	3
2	Introduction	4
3	Purpose	4
4	Scope and Applicability	4
5	Objectives	4 – 5

1. Terms and Abbreviations

Sr. No.	Term and Abbreviation	Meaning
1	EHS	Abbreviation for Environment, Health, and Safety, encompassing practices and regulations related to workplace and environmental health and safety
2	EHS management System	An organized approach to effectively manage and monitor Environment, Health, and Safety processes within an organization
3	Environmental Stewardship	Responsible and sustainable management and protection of the environment and its resources
4	Mitigating	Taking actions or implementing measures to reduce or minimize risks, harm, or negative impacts
5	Occupational Hazards	Potential risks and dangers present in a work environment that can cause harm or injury to employees
6	Ergonomic	Referring to the design and arrangement of workspaces, equipment, and tasks to optimize efficiency and minimize discomfort or injury
7	Risk	An uncertain future event that if occurs will affect the achievement of the organization/business/project objectives either Negatively (Downside Risk) or Positively (Upside Risk)
8	Emerging Risks	New or evolving risks that have recently emerged or are anticipated to become significant in the future

2. Introduction

At JB PHARMA, we are committed to providing a safe and healthy working environment for all our employees, suppliers, customers, and the communities in which we operate. This EHS (Environment, Health, and Safety) policy outlines our dedication to maintaining high standards of occupational health and safety, environmental protection, and overall well-being.

This EHS (Environment, Health, and Safety) policy serves as a foundation for J.B. Chemicals & Pharmaceuticals Limited's ("JB PHARMA" or "the Company") commitment to maintaining a safe and sustainable working environment. By adhering to this policy, we aim to create a culture of safety, protect the environment, and ensure compliance with applicable laws and regulations.

3. Purpose

The EHS guides our EHS management system, ensuring compliance with applicable laws, regulations, and industry best practices. By prioritizing the well-being of our workforce and minimizing environmental impact, we aim to foster a culture of safety and sustainability throughout our organization. This policy reinforces our commitment to continuous improvement, risk reduction, and environmental stewardship.

4. Scope and Applicability

This policy applies to all individuals working at or on behalf of J.B. Chemicals & Pharmaceuticals Limited's ("JB PHARMA" or "the Company"), including employees, suppliers, and all our value chain partners. It encompasses all our facilities, operations, and activities, regardless of location or scale. We are committed to implementing this policy across all departments and levels of our organization.

The policy shall apply to all operations, divisions, and geographic locations of JB PHARMA, including its international subsidiaries.

5. Objectives

Following are the key objectives of the ESH Policy:

- **Protect the environment:** We strive to minimize our ecological footprint by implementing sustainable practices, conserving resources, reducing waste, and preventing pollution. Our organization is committed to taking proactive measures to mitigate climate change and reduce greenhouse gas (GHG) emissions. We recognize the urgent need to transition towards a low-carbon economy and strive to be a leader in environmental stewardship.
- **Biodiversity Preservation:** We value the diverse ecosystems on our planet and are dedicated to preserving biodiversity. We actively seek to minimize our impact on natural habitats and ecosystems by implementing responsible land use practices, promoting biodiversity conservation initiatives, and avoiding actions that contribute to species loss or habitat degradation throughout our operations and value chain.
- **Promoting No Deforestation:** We firmly stand against deforestation and forest degradation throughout all our operations. We engage with our suppliers and value chain partners to ensure adherence to strict no-deforestation policies, promoting traceability, and supporting initiatives that protect forests and ecosystems.
- **Comply with applicable laws and regulations:** We commit to meeting or exceeding all relevant EHS legal requirements and industry standards, keeping abreast of any changes and adapting our practices accordingly.
- **Provide a safe and healthy work environment:** We are dedicated to identifying and eliminating or mitigating occupational hazards, promoting ergonomic practices, and fostering a culture of well-being and mental health support.
- **Continuously improve EHS performance:** We are dedicated to setting measurable objectives, monitoring progress, and implementing corrective actions to continually enhance our EHS management system and strive for excellence.
- **Regularly review and assess our EHS management system:** We are committed to identifying areas for improvement and address emerging risks by implementing appropriate measures to enhance our EHS performance.
- **Provide appropriate training, resources, and support:** We are committed to equipping our employees with the necessary knowledge, skills, and resources to fulfil their EHS responsibilities. We will provide regular training programs, promote awareness campaigns, and make available the necessary resources and support systems to promote a proactive EHS culture.
- **Engage and empower employees:** We encourage active participation, consultation, and involvement of our employees in matters related to EHS, fostering a sense of ownership and accountability for their safety and the safety of others.



- **Encourage open communication and feedback:** We encourage all employees, suppliers, and stakeholders to report on EHS concerns, incidents, and near-misses, fostering a learning culture that drives continuous learning and development.

This policy will be accessible to all employees, suppliers, customers, community members, and other relevant stakeholders, as deemed suitable. We will ensure that the necessary resources are always available to effectively implement and communicate this policy to all stakeholders through appropriate channels. We will periodically review the policy's relevance to adapt to the continuously changing business environment.

Document History

Version	Approved by	Date of Approval / Amendment	Nature of changes
1	KKR ESG Team: Mr. Akshit Thaman / Ms. Erika Rodriguez	09-12-2023 / 12-12-2023	New policy*
	JB PHARMA CEO & Whole-Time Director: Mr. Nikhil Chopra	13-12-2023	



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