

INDIAN IMMUNOLOGICALS LIMITED

Environmental, Social, and Governance (ESG) Policy

1. Policy Statement

Indian Immunologicals Limited (IIL) is committed to conducting its business in an environmentally and socially responsible manner. As a responsible Company, we recognize the critical importance of climate action, resource stewardship, and responsible business practices. This ESG policy outlines our commitment to integrating environmental, social, and governance factors into our business strategy and operations. We recognize that strong ESG performance is essential for long-term sustainability, creating value for our stakeholders, and contributing to the well-being of society.

2. Environmental Responsibility

We are committed to minimizing our environmental impact and promoting sustainable practices throughout our operations. Our commitments include:

- **Sustainability:** Integrating sustainability into all aspects of our operations, supporting climate action, resource stewardship, and responsible business practices. Aligning with global standards like the UN SDGs, SBTi, and GRI.
- **Climate Change:** Taking action to mitigate climate change by reducing our greenhouse gas (GHG) emissions, improving energy efficiency, transitioning to renewable energy sources, and assessing and managing climate-related risks.
 - Adhering to local, national, and international environmental laws, standards, and voluntary frameworks.
 - Setting and reviewing science-based emission reduction targets aligned with the Paris Agreement (2°C scenario) and SBTi, enhancing energy efficiency and renewable energy usage.
 - Conducting site-specific climate risk assessments as per TCFD; implementing adaptive strategies for business resilience.
 - Increasing renewable electricity use onsite/offsite, pursuing RE investments to offset residual emissions.
 - Setting environmental expectations for suppliers, promoting decarbonization and sustainability integration.
 - Educating and involving employees in climate initiatives, fostering a culture of sustainability.
 - Reporting climate progress through Global and national standards, committing to third-party verification and continuous improvement.

- **Water:** Managing water resources in a sustainable manner by reducing water consumption, improving water efficiency, protecting water quality, and ensuring responsible wastewater treatment and disposal.
 - Complying with all applicable water regulations and supporting robust water governance through stakeholder engagement.
 - Reducing water consumption through conservation technologies, process improvements, and vigilant monitoring.
 - Conducting water risk assessments across sites, focusing on high water-stressed regions, and implementing targeted mitigation strategies.
 - Ensuring rigorous wastewater management to meet or exceed regulatory standards, protecting local water quality, and supporting community health.
 - Collaborating with suppliers to promote sustainable water practices, sharing resources, and improving water efficiency and quality, particularly in high-risk regions.
 - Engaging with communities, NGOs, and other stakeholders to support local water stewardship initiatives and drive collective action.
 - Ensuring transparent reporting on water stewardship initiatives through Global and National frameworks.
- **Waste Management:** Implementing a comprehensive waste management program that includes waste reduction, reuse, recycling, and responsible disposal of all types of waste, including hazardous waste, in accordance with all applicable regulations.
 - Implementing comprehensive waste management practices, reducing waste generation at every stage from R&D to production.
 - Prioritizing Zero Waste to Landfill by converting suitable waste to energy, reducing landfill dependency, and minimizing greenhouse gas emissions.
 - Managing hazardous waste streams responsibly, including waste-to-energy conversion, certified incineration for biomedical waste, and authorized e-waste and Batteries recycling.
 - Reducing, reusing, and recycling plastic waste in compliance with Indian regulatory standards and guidelines.
 - Promoting circular economy practices like composting of garden waste, and canteen waste reuse.
 - Maintaining rigorous compliance with environmental regulations through regular audits and transparent reporting in sustainability reports.
 - Engaging with stakeholders to drive continuous improvement and advance environmental stewardship across all operations.

- **Resource Conservation:** Efficiently managing our use of energy, water, and raw materials, and continually seeking ways to reduce consumption.
- **Emissions Reduction:** Reducing our greenhouse gas emissions and air pollutants through energy efficiency measures, the adoption of renewable energy sources, and sustainable transportation practices.
- **Biodiversity Protection:** Protecting biodiversity and ecosystems by minimizing our impact on natural habitats and promoting responsible land use practices.
- **Sustainable Supply Chain:** Working with our suppliers to promote environmentally responsible practices and reduce the environmental impact of our supply chain.

3. Social Responsibility

We are committed to fostering a diverse, inclusive, and safe workplace, and to contributing to the well-being of our employees, stakeholders and communities. Our commitments include:

- **Employee Health and Safety:** Providing a safe and healthy work environment, promoting employee well-being, and preventing workplace injuries and illnesses.
- **Diversity, Equity, and Inclusion:** Creating a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for growth and development.
- **Fair Labour Practices:** Upholding fair labour practices, including compliance with all applicable labour laws, providing fair wages and benefits, and prohibiting child labour and forced labour.
- **Product Quality and Safety:** Ensuring the highest standards of product quality and safety through rigorous research, development, and manufacturing processes.
- **Ethical Research Practices:** Adhering to the highest ethical standards in our research activities, including the responsible use of animals in research and the protection of patient rights in clinical trials.
- **Community Engagement:** Engaging with and supporting the communities where we operate, through philanthropy, volunteerism, and partnerships with local organizations.

4. Corporate Governance

We are committed to maintaining the highest standards of corporate governance, ethics, and transparency. Our commitments include:

- **Ethical Business Conduct:** Conducting our business with integrity, honesty, and in full compliance with all applicable laws and regulations.
- **Corporate Governance:** Maintaining a strong and independent board of directors, with clear roles and responsibilities for overseeing Company's performance.

- **Risk Management:** Identifying, assessing, and managing ESG-related risks, and integrating these risks into our overall risk management framework.
- **Transparency and Disclosure:** Communicating our ESG performance to our stakeholders in a transparent and timely manner.
- **Data Privacy and Security:** Protecting the privacy and security of sensitive data, including employee information.
- **Intellectual Property:** Respecting intellectual property rights while also considering the need for access to medicines, particularly in underserved populations.
- **Conflicts of Interest:** Avoiding conflicts of interest and ensuring that all business decisions are made in the best interests of the company and its stakeholders.

5. Implementation and Monitoring

- **Responsibility:** The Risk Management Committee is responsible for the implementation and monitoring of this policy.
- **Targets and Metrics:** We will establish clear ESG targets and metrics, and track our progress towards achieving these targets on a regular basis.
- **Reporting:** We will report on our ESG performance to our stakeholders annually.

6. Stakeholder Engagement

We are committed to engaging with our stakeholders, including employees, investors, customers, suppliers, and communities, to understand their concerns and expectations, and to incorporate their feedback into our ESG strategy.

7. Review:

We will review this policy periodically to ensure its continued relevance and effectiveness, and make updates as needed.

Conclusion

Indian Immunologicals Limited is steadfast in our commitment to act responsibly, drive positive change, and contribute to a sustainable future for our organization, stakeholders, and the communities we serve. Through collaborative action, innovation, and transparency, we will deliver measurable benefits and lead by example in the biopharmaceutical sector.