

## Sustainability Policy

At Aarti Pharmalabs Ltd (APL), we are dedicated to delivering stakeholder value through our core values of 'Care', 'Integrity', and 'Excellence.' This policy lays out the guiding principles and responsibilities in view of conducting business with integrity, promoting environmental and social responsibility, and fostering a diverse and inclusive workplace where employees can excel. We strive to integrate sustainability into our overarching business strategy, focusing on areas where we have the greatest impact, such as our operations and value chain.

In order to fulfil our commitment, we strive to:

- Integrate sustainability considerations into all business decisions and key processes to create value, mitigate risks, and maximise opportunities.
- Uphold the highest standards of governance and transparency.
- Apply principles of product stewardship to enhance the health, safety, environmental, and social impacts of products and services throughout their lifecycle.
- Provide clean, safe, healthy, and fair working conditions for all employees and business associates.
- Establish a governance structure to oversee and guide sustainability commitments.
- Identify material sustainability issues and develop strategies with specific goals, targets, and action plans for mitigation and adaptation, under board oversight.
- Report sustainability performance in accordance with global reporting frameworks.
- Disclose various metrics on relevant platforms such as CDP, UNGC and SBTi to enhance transparency and accountability;
- Set, monitor, benchmark and review objectives and targets on Sustainability performance and continually improve them by implementing Sustainability management programs.
- Communicate Sustainability Policy and achievement of relevant key performance indicators to employees, contractors, customers, community, business associates, and interested parties on a regular basis;



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Vice Chairperson & Managing Director  
Aarti Pharmalabs Limited