

**ENVIRONMENT HEALTH SAFETY & SOCIAL (EHS&S) POLICY****Scope & Commitment:**

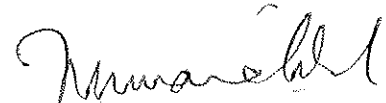
Polymed's Environment, Health, Safety, and Social (EHS&S) Policy applies to all our operations, covering all employees, contractors, and subcontractors. This policy is designed to guide our commitment to safe, sustainable, and responsible practices across current and future manufacturing facilities. We aim to ensure compliance with national laws and international standards while fostering a safe, healthy, and sustainable workplace.

**Objectives & Key Actions:**

- **Regulatory Compliance & Standards:** We adhere to all relevant local and national legal requirements, benchmarking against international standards, including Medical Device Regulations and Good Manufacturing Practices. This ensures alignment with the best practices in EHS&S across all our operations.
- **Environmental Protection:** Polymed is committed to minimizing environmental impacts. We protect natural resources such as water, air, and soil by actively reducing pollution, implementing waste management protocols, and promoting resource efficiency. Our operations follow stringent procedures to prevent contamination and optimize the use of energy and materials.
- **Health & Safety Practices:** Our top priority is the safety of our workforce. We establish and maintain a safe work environment by implementing occupational health practices, emergency preparedness, and risk management procedures. Our goal is to achieve a zero-accident rate by enforcing safe practices, conducting regular training, and promoting awareness among employees and contractors.
- **Stakeholder Engagement & Transparency:** We maintain open communication with all stakeholders, including public administration, local communities, and the impacted parties. Our grievance mechanism is designed to address and resolve any issues effectively. Polymed is committed to disclosing relevant environmental and social information to stakeholders and promoting a cooperative approach to EHS&S.
- **Workforce Integrity & Rights:** We foster a diverse, inclusive, and harassment-free environment that respects human rights. Polymed strictly prohibits child labor, modern slavery, and any form of discrimination. We ensure equal opportunities for all employees and promote dignity in the workplace, with policies that support gender equality and protect against gender-based violence and harassment.
- **Community Responsibility & CSR:** Polymed actively supports the welfare of local communities through targeted Corporate Social Responsibility (CSR) initiatives. Our programs aim to contribute to the sustainable development of the regions where we operate, creating a positive social impact.

**Continuous Improvement:** To uphold these commitments Polymed regularly monitors, assesses, and improves its EHS&S management systems. We set clear E&S performance indicators and evaluate our progress to ensure continuous improvement across all facilities.

The EHS Safety Committee is responsible for overseeing and implementing this policy with the support of all departments and manufacturing facilities at Polymed. Through collaboration and commitment, we strive to achieve our EHS&S objectives successfully and responsibly.



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Managing Director  
(Himanshu Baid)

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