

# ENVIRONMENTAL, HEALTH AND SAFETY (EHS) POLICY

## BACKGROUND:

Welcome to VINS Bioproducts Ltd! Since 1997, we have been dedicated to developing life-saving antisera against snake and scorpion bites, as well as tetanus, diphtheria, and gangrene antitoxins. Additionally, we produce rabies immunoglobulins to combat this deadly disease. Our cutting-edge manufacturing facilities in Telangana, along with our 150-acre farms housing over 2,000+ equines and an advanced animal laboratory, enable us to create these essential products.

At VINS Bioproducts Ltd, our experienced professionals operate fully automated facilities that meet international norms, production standards, and rigorous quality controls. Our facility is approved by PIC/s country and recognized by several countries including Kenya, Ethiopia, Ghana, Sudan, and Jordan. We proudly supply our products to over 110 countries across Asia, Africa, the Middle East, Europe, Australia, North America, and South America. Furthermore, we collaborate with esteemed international organizations such as WHO, UNICEF, UNDP, and PAHO to ensure the widespread distribution of our life-saving solutions.

Our commitment to global quality standards extends to every aspect of our company, from Research & Development to production and testing facilities. We constantly strive to maintain internationally benchmarked quality and regulatory systems. Recognized by the Department of Scientific and Industrial Research (DSIR) under the Ministry of Science and Technology, Government of India, VINS Bioproducts Ltd takes immense pride in upholding excellence in all our corporate functions.

## OBJECTIVES:

VINS shall strive to achieve high standards and continual improvements in the areas of Environment, Health and Safety by implementing the following:

- Identify and eliminate hazards and manage risk and opportunities for prevention of work-related injury, ill health, property and environmental damage.
- Complying with applicable EHS laws, regulations, legal requirements and other requirements.
- Ensuring protection of environment and prevention of pollution across all locations where VINS operates.
- Enhance employee well-being through provision of health benefits and lifestyle support.
- Provide the framework and resources for setting, reviewing and achieving Environment, Health and Safety objectives and targets. Continually evaluating and improving EHS performance through compliance, periodic audits and effective documentation.

- Adopting energy/resource conservation including efficient use of energy and water, reduction of waste through recovery and reuse, mitigation of climate change risks and threats to biodiversity in all process operations, thereby integrating sustainability into our business operations.
- Involve employees and relevant stakeholders in the EHS management system through consultation and participation.
- Pursue continuous improvement of EHS management system.
- Carry out processes and operational changes through well-defined systems and strict adherence to the same. Also, develop and maintain appropriate emergency response procedures and contingency plans.
- Provide adequate training, information and instructions on operational safety, occupational health and environmental protection to employees, contract workers, besides supervision of work.
- Plant trees, develop green belts and promote lush green surroundings for increasing biodiversity, preserving ecosystem and minimizing adverse climatic changes.
- Communicate this Policy within the organization and making it available to all external interested parties.

#### **RESPONSIBILITIES – ENVIRONMENTAL, HEALTH AND SAFETY (EHS):**

1. Plant Head shall be responsible for:
  - Accepting the Policy and releasing the updated Policy.
  - Form a review team for reviewing regulatory changes.
  - Assisting the operational bodies to improve on EHS culture.
  - Set EHS performance indicators throughout the company and follow up on their improvements.
2. Human Resources (HR) shall be responsible for:
  - Ensuring training is provided by EHS team member to new employees as part of onboarding program.
  - Ensure that the trainings provided are documented in the training files.
3. Lead – Environment, Health and Safety is responsible for:
  - Update Policy and EHS systems based on changes in VINS's operations or regulatory requirements.
  - Revisit existing Policy on an annual basis and update it, if required.
  - Provide training to new employees as part of onboarding program.
  - Provide periodic refreshing trainings to employees, in case of any change in Policy, ensure training and communication to employees.
  - Implement a system to conduct necessary EHS audits and documents & implement action plan for mitigating any identified gap.