

MOREPEN LABORATORIES LIMITED



CIN: L24231HP1984PLC006028

Registered Office: Village Morepen, Nalagarh Road, Near Baddi Distt. Solan, Himachal Pradesh – 173 205

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Integrated Management System (IMS) Policy

(Developed as per the requirements specified in ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 and ISO 37301:2021 standards)

Commitment Statement

Morepen Laboratories Limited is in the business of pharmaceutical and healthcare products. It is committed to conducting its operations with integrity, accountability, and excellence, as well as upholding the principles of this policy, while promoting a positive culture to create and safeguard the environment, protect the health and safety of concerned people, optimize energy performance, slow down climate change and ensure strong compliance governance across all business activities.

We at Morepen Laboratories Limited are committed to the effective implementation of the Integrated Management System that complies with the requirements of Environmental Management System, ISO 14001:2015; Occupational Health and Safety Management Systems, ISO 45001:2018; Energy Management Systems, ISO 50001:2018 and Compliance Management Systems, ISO 37301:2021 standards.

Core Objectives

We shall:

- Strive to prevent, reduce, and contain pollution and minimize adverse environmental footprint arising from our activities, products, and services, by continuously improving environmental performance and resource efficiency in alignment with ISO 14001 requirements. We will conserve natural resources and promote sustainable development through eco-friendly practices, practice responsible and optimum use of materials and reuse and recycling of wastes. We shall ensure reduction of stress and liabilities on the environment by limiting and reducing our air and Green-House Gas (GHG) emission, wastewater discharge and safe disposal of wastes to the environment, in our journey to environmental stewardship and resource conservation.
- Ensure provision of safe and healthy working conditions to eliminate or reduce hazards and risks to prevent work-related injuries and ill health, while fostering and committing to creating an injury-free and healthy workplace, as well as proactively promote safety culture in our business operations for all concerned, in alignment with ISO 45001, in our prioritization of people's health, safety and welfare at all levels, with special mention to our customer and employees.
- Drive continually to be in alignment with ISO 50001, by improving and enhancing energy performance and savings, including energy efficiency, energy use, and energy consumption to facilitate resource optimization.
- Account our various sources of air emissions, inclusive of GHG emissions, as well as find alternatives to reduce the air pollutants and GHG emissions, by implementing green and cleaner technologies, purchase of green energy, implementation of biodiversity and sequestration initiatives, apart from other strategies that results in pollution prevention, as well as reduction in GHG emissions in our journey to decarbonization, to be in alignment with ISO 14001 and ISO 50001.
- We shall strive to improve the environmental, health and safety performance of our value chain partners, inclusive of our suppliers, through appropriate measures, as well as by encouraging them to adopt good practices.
- Identify, understand, ensure updating with compliance obligations to reflect any changes in compliance requirements, and comply with all applicable legal requirements and ethical obligations that are related to our business operations, inclusive of maintenance of and

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adherence to robust governance through effective implementation of a compliance management system, in alignment with ISO 37301, in our overall objective to zero tolerance towards violations of compliance requirements or ethical norms.

Leadership Commitments

To ensure the above Core Objectives, Morepen Laboratories commits to:

- Improve the effectiveness of the IMS by establishing relevant measurable objectives and targets, monitor performance and review achievements, as part of the continual improvement cycle.
- Integrate compliance and risk-based thinking in the decision-making process and fulfil all applicable statutory, regulatory, and other obligations.
- Engaging openly with relevant stakeholders to maintain transparency in internal and external communication with special mention to compliance requirements.
- Promote employee awareness, competence, and accountability through education, training and consultation, as well as ensure necessary information, resources, and training are provided to support the implementation of this policy and achievement of the established goals.
- Uphold the principles of this policy and promote a positive culture where everyone at the workplace takes responsibility for the protection of environment, establishes a safe occupational health and safety environment, promotes effective energy management and reduces green-house gases, as well as ensures compliance with all applicable legal requirements.

Implementation & Continuous Improvement

The IMS applies across to all facilities of Morepen Laboratories, fulfilling context-based needs. The senior leadership shall periodically review the IMS's adequacy and relevance for timely updation; and ensure alignment with the company's vision of being a responsible and sustainable healthcare enterprise.

This policy shall be communicated to all interested stakeholders, inclusive of employees and shall be made available to all stakeholders through the company's website and other communication channels, inclusive of display at prominent sites, as felt necessary.

Approved by Authorised Signatory

Name	Title	Version Number	Date	Signature
Sanjay Suri	Executive Director	02	15 th April 2025	