

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

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

Email: plants@morepen.com, Website: www.morepen.com

Tel.: +91-1795-266401-03, 244590, Fax: +91-1795-244591



Corporate Office: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-1221016

Email: corporate@morepen.com, Website: www.morepen.com; Tel.: +91-124-4892000

Document No.: SVM-POL-001 | Issue Date: 1st Jan 2025 | Revision No.: 00

Sustainability Vision, Mission and Policy

Sustainability Vision

To be a global catalyst for sustainable development and recognized as a leader in innovative healthcare, delivering affordable and accessible high-quality medicines and medical instruments that empower healthier lives worldwide. We envision a world where our pioneering innovations and responsible practices shall not only empower healthier lives and uplift communities but shall also foster environmental stewardship, social equity, collective prosperity and sustainable growth for all stakeholders, through our effective governance, responsible and ethical practices that are guided by our passion for excellence, innovation, and impactful action.

Sustainability Mission

The core mission of Morepen Laboratories Limited is "Empowering Health Everywhere," which is central to our organizational purpose. We are deeply committed to providing affordable, high-quality pharmaceutical and medical technology products globally. Our sustainability mission represents our operational commitment to this endeavour. We endeavour to minimize our environmental footprint, actively champion social equity within our value chain, and uphold the highest ethical governance for the collective well-being of our planet, our people, and our valued partners.

Sustainability Policy

1. Purpose and Adherence for Commitment with Global and National Sustainability Frameworks and Objective of the Policy

❖ The Purpose of the Policy

The purpose of the policy is to detail the guiding principles, governance, commitment and actions of the company towards its sustainability initiatives and practices. This policy applies to all the business operations of the company.

❖ Adherence for Commitment with Global and National Sustainability Frameworks

This policy is designed to be in adherence with and committed to the following global and national sustainability frameworks:

- Global Reporting Initiative (GRI)
- National Guidelines on Responsible Business Conduct (NGRBC)
- Securities Exchange Board of India's Business Responsibility and Sustainability Reporting
- ISO 26000 - Guidance on Social Responsibility

Name	Title	Signature	Date
Mr. Sanjay Suri	Executive Director		1 st Jan 2025

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

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

Email: plants@morepen.com, Website: www.morepen.com

Tel.: +91-1795-266401-03, 244590, Fax: +91-1795-244591



Corporate Office: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-1221016

Email: corporate@morepen.com, Website: www.morepen.com; Tel.: +91-124-4892000

Document No.: SVM-POL-001 | Issue Date: 1st Jan 2025 | Revision No.: 00

- Corporate Green House Gas (GHG) Accounting Protocol
- Net Zero as per Science Based Target Initiative (SBTi)
- Sustainability Accounting Standards Board
- United Nations' Global Compact (UNGC) Principles
- UN's Sustainable Development Goals (SDGs)
- Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management
- Environmental Management System as per ISO 14001
- Occupational Health and Safety Management System as per ISO 45001
- Energy Management System as per ISO 50001
- Social Accountability as per SA 8000

❖ Broad Objectives of the Policy

- Align the company's operations with national and international sustainability standards.
- Minimize adverse impacts created by the company, while promoting good practices.
- Foster a safe, inclusive, and responsible workplace.
- Ensure ethical governance and transparency in decision-making.
- Engage with local communities for sustainable development.
- Subject the sustainability framework developed by us to effective implementation, monitoring and periodic evaluation.

2. Ensuring Environmental Commitments

2.1 Climate Action

Gradual transition to renewable energy in our business operations and adopt energy-efficient technologies to reduce our dependence on fossil fuels; mitigate climate change wherever practicable and capitalize on opportunities, wherever available. Monitor, report, and reduce greenhouse gas (GHG) emissions and support the national commitment of Net Zero.

2.2 Resource Efficiency

Implement sustainable procurement practices, favouring eco-friendly materials and responsible suppliers. Promote waste reduction through the 3Rs (Reduce, Reuse, Recycle). Reduce water withdrawal through recycling, rainwater harvesting, and process optimization. Implement water stewardship plans in water-stressed regions and prevent pharmaceutical discharge into waterways. Optimize water consumption, adopt water-saving technologies, and ensure responsible wastewater disposal.

2.3 Biodiversity and Ecosystem Protection

Conduct environmental & social impact assessments for all projects, as felt necessary. Conduct environmental impact assessments for all sites and integrate biodiversity conservation into land-

Name	Title	Signature	Date
Mr. Sanjay Suri	Executive Director		1 st Jan 2025

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

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

Email: plants@morepen.com, Website: www.morepen.com

Tel.: +91-1795-266401-03, 244590, Fax: +91-1795-244591



Corporate Office: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-1221016

Email: corporate@morepen.com, Website: www.morepen.com; Tel.: +91-124-4892000

Document No.: SVM-POL-001 | Issue Date: 1st Jan 2025 | Revision No.: 00

use planning, wherever practicable. Support and contribute to biodiversity conservation programs that boost forest conservation and wildlife protection.

3. Meeting Social Commitments

3.1 Addressing Needs of Internal Stakeholders

Implement effective health and safety practices to ensure zero workplace injuries. Provide safety training, protective equipment, and emergency response plans for all employees and contractors and promoting safe practices to mitigate risks and minimize the occurrence of incidents and eliminate accidents. Support employees with work-life balance programs and mental health initiatives. Ensure fair employment opportunities, work force diversity and gender pay parity. Enforce zero tolerance policies against discrimination, child labour, and forced labour.

3.3 Addressing Needs of External Stakeholders

Collaborate and engage with relevant stakeholders to strengthen sustainability efforts, with a focus on local communities through various initiatives to understand and address their concerns and expectations. Allocate funds for CSR initiatives aligned with beneficiaries' needs and expectations, primarily in projects and geographies of India, where development really matters, as well as create economic opportunities wherever practicable. Consider reasonable requirements and priorities of project affected people, with special mention to indigenous people. Ensure resettlement, and or provide fair compensation to displaced communities during site expansions. Implement appropriate grievance mechanisms, wherein the community members can report their concerns and expectations, which will be appropriately addressed by the company.

3.3 Investing in Research and Development

Allocate appropriate amount in research and development for sustainable technologies, as well as partner with relevant medical associations, laboratories, academic institutions and other relevant agencies for furthering the advancement of healthcare goals.

4. Ensuring Appropriate Governance

4.1 Effective Governance

Enforce anti-bribery, anti-corruption, and fraud prevention policies across all business activities. Maintain transparent reporting on sustainability performance. Identify and mitigate sustainability specific related risks, as well as capitalise on sustainability specific opportunities. Ensure being in compliance with the applicable sustainability specific laws and standards that are relevant for our business operations. Conduct periodic internal and external reviews to assess the effectiveness of the sustainability policy and reviewing and revising the same, as and when felt appropriate.

Name	Title	Signature	Date
Mr. Sanjay Suri	Executive Director		1 st Jan 2025

MOREPEN LABORATORIES LIMITED

CIN: L24231HP1984PLC006028

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

Email: plants@morepen.com, Website: www.morepen.com

Tel.: +91-1795-266401-03, 244590, Fax: +91-1795-244591



Corporate Office: 2nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-1221016

Email: corporate@morepen.com, Website: www.morepen.com; Tel.: +91-124-4892000

Document No.: SVM-POL-001 | Issue Date: 1st Jan 2025 | Revision No.: 00

4.2 Creation of Sustainability Governance Structure

- Board level Sustainability Committee: Oversees the implementation of the sustainability policy and ensures alignment with corporate strategy.
- Management level Sustainability Steering Committee: Responsible for the operational implementation of Sustainability initiatives.
- Sustainability Working Groups: Focus on specific areas such as environment, social, and governance.

5. Communication of the Sustainability Policy

The sustainability policy will be accessible on our website in languages that will be understood by the interested stakeholders. This policy shall be made available to any stakeholder on request and displayed in practicable locations wherever felt appropriate.

6. Implementation and Reporting

Ensure continual improvement of the sustainability policy framework, followed by periodic review of the sustainability strategies and ensure alignment with best known practices and evolving requirements for further improvement. Ensure reporting and alignment with focussed global and national sustainability frameworks. Ensure appropriate training of this sustainability policy is provided to relevant stakeholders for its effective implementation in all of the company's business operations. Publish an annual sustainability report that shall include sustainability contents accompanied by a third-party assured report, disclosing key sustainability performance metrics, challenges, and progress made thereunder.

7. Our Commitment:

The company is committed to implementing this sustainability policy and making it a core part of our business strategy. We believe that by working together, we can create a more sustainable and equitable future for all.

We also commit ourselves to take measures in respect to the objectives that are defined in the policy, in the form of relevant targets within a specified timeframe for performance parameters that are relevant to the company, with an emphasis on matters that are material to the organization. The company has also established and implemented various policies in respect to Economic, Environmental, Social and Governance domains. Each of the policies prepared under these four domains are supported by qualitative objectives and quantitative targets. These qualitative objectives and quantitative targets taken against the corresponding policies have been mentioned in Annex 1. This Annex-1 shall be reviewed and revised on a need basis.

Name	Title	Signature	Date
Mr. Sanjay Suri	Executive Director		1 st Jan 2025