OcimumLabs
Quality.Excellence

ENVIRONMENT COMPLIANCES AND MANAGEMENT PRACTICES POLICY

Ocimum Labs Private Limited (OLPL) is committed to conducting its operations in an environmentally responsible manner, minimizing its ecological footprint, and contributing to sustainable development. This policy outlines our commitment to environmental stewardship, compliance with all applicable environmental laws and regulations, and the implementation of best management practices across our facilities and operations.

POLICY STATEMENT: OLPL recognizes that environmental protection is an integral part of its business operations. We are dedicated to:

- Complying with all relevant environmental legislation, regulations, and other requirements.
- Preventing pollution and minimizing our environmental impact through continuous improvement.
- Promoting environmental awareness and responsibility among our employees, contractors, and suppliers.
- Integrating environmental considerations into our business decisions and planning processes.
- Striving for continual improvement in our environmental performance.

SCOPE: This policy applies to all operations, activities, products, and services of OLPL at all its facilities, including manufacturing plant, research and development and offices. It covers all employees, contractors, and visitors.

RESPONSIBILITIES

- ***Top Management***: Overall responsibility for the establishment, implementation, and review of this policy and the Environmental Management System (EMS).
- ***Safety Health and Environmental (SHE) Department***: Responsible for developing, implementing, and maintaining the EMS, providing guidance, conducting training, monitoring performance, and ensuring compliance.
- ***Department Heads/Managers***: Responsible for implementing environmental practices within their respective departments, ensuring employee adherence, and reporting environmental incidents.
- ***All Employees***: Responsible for understanding and adhering to this policy, following environmental procedures, and reporting any environmental concerns or incidents.

CODE OF CONDUCT

Energy Management

Objective: To optimize energy consumption, improve energy efficiency, and transition towards renewable energy sources where feasible.

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Manufacturing Unit
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Practices:

- Energy Audits: Conduct regular energy audits to identify areas of significant energy consumption and opportunities for improvement.
- Efficiency Measures: Implement energy-efficient technologies and practices, including optimizing HVAC systems, insulation, and building envelopes.
- Utilizing energy-efficient lighting (e.g., LED).
- Implementing efficient motor and pump systems and optimizing process equipment operation.
- Regular maintenance of all energy-consuming equipment to ensure optimal performance.
- Monitoring and Reporting: Establish systems for monitoring, measuring, and reporting energy consumption across all operations. Set targets for energy reduction.
- Renewable Energy: Explore and implement the use of renewable energy sources (e.g., solar power) where economically and operationally viable.
- Employee Awareness: Promote energy conservation practices among employees through awareness campaigns and training.

Water Management

Objective: To conserve water resources, optimize water usage, and ensure responsible discharge of wastewater.

Practices:

- Water Audits: Conduct regular water audits to understand water usage patterns, identify leaks, and pinpoint areas for reduction.
- Conservation Measures: Implement water-saving technologies and practices, including optimizing water usage in manufacturing processes (e.g., cooling towers, cleaning-in-place systems).
- Installing water-efficient fixtures in restrooms and facilities.
- Implementing rainwater harvesting where feasible.
- Exploring water recycling and reuse opportunities within processes (e.g., treated wastewater for utility purposes).
- Groundwater Protection: Implement measures to prevent contamination of groundwater, including proper storage of chemicals and waste.
- Monitoring and Reporting: Monitor and report water intake and discharge volumes regularly, setting targets for water reduction.

Materials Sourcing and Management

Objective: To minimize the environmental impact of raw materials and packaging throughout their lifecycle, promoting sustainable sourcing and efficient material use.

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Practices:

- *Sustainable Sourcing:* Prioritize sourcing raw materials and packaging from suppliers who demonstrate strong environmental performance and adhere to ethical and sustainable practices.
- *Material Efficiency*: Optimize material usage in production processes to minimize waste generation.
- *Hazardous Material Substitution*: Explore and prioritize the use of less hazardous or non-hazardous alternatives for chemicals and materials where technically and economically feasible.
- *Supplier Engagement*: Engage with suppliers to promote environmental responsibility across the supply chain, encouraging them to adopt similar environmental standards.
- *Inventory Management*: Implement efficient inventory management systems to minimize spoilage, obsolescence, and waste of materials.
- *Packaging Optimization*: Design and use packaging that minimizes material consumption, promotes recyclability, and utilizes recycled content where appropriate.

Waste and Hazards Management

Objective: To minimize waste generation, promote reuse and recycling, and ensure the safe and responsible handling, storage, and disposal of all waste, particularly hazardous waste.

Practices:

- *Waste Hierarchy*: Implement the waste hierarchy: Reduce, Reuse, Recycle, Recover, Dispose.
  - ✓ *Reduce*: Focus on source reduction of waste generation.
  - ✓ *Reuse*: Identify opportunities for reusing materials and components.
  - ✓ *Recycle*: Implement comprehensive recycling programs for paper, plastics, glass, metals, and other recyclable materials.
  - ✓ *Recover*: Explore energy recovery from non-recyclable waste where appropriate.
- *Hazardous Waste Management*:
  - ✓ *Identification and Segregation*: Rigorously identify, segregate, and label all hazardous waste streams according to their characteristics.
  - ✓ *Storage*: Store hazardous waste in secure, designated, and compliant areas with appropriate containment measures.
  - ✓ *Disposal*: Contract with licensed and reputable hazardous waste disposal facilities for safe and compliant treatment and disposal. Maintain complete documentation of all hazardous waste movements.
  - ✓ *Spill Prevention and Response*: Develop and implement robust spill prevention, control, and countermeasures (SPCC) plans for hazardous materials and waste. Train employees on emergency response procedures.
- *Non-Hazardous Waste*: Implement proper segregation and disposal procedures for non-hazardous waste streams.

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- *Monitoring and Reporting*: Track waste generation volumes (hazardous and non-hazardous) and recycling rates, setting targets for waste reduction and diversion.

Land Use and Biodiversity

Objective: To minimize the impact of our operations on land, ecosystems, and biodiversity, and to promote responsible land use practices.

Practices:

- ✓ *Site Selection and Development*: Consider biodiversity impacts during the planning and development of new facilities or expansions.
- ✓ *Habitat Protection*: Implement measures to protect and conserve local flora and fauna on company-owned or managed land.
- ✓ *Green Spaces*: Where feasible, develop and maintain green spaces around facilities to enhance biodiversity and employee well-being.
- ✓ *Contamination Prevention*: Implement practices to prevent soil and groundwater contamination from spills or uncontrolled discharges.
- ✓ *Rehabilitation*: In the event of land disturbance, prioritize rehabilitation and restoration efforts to minimize long-term ecological impact.

Pollution Prevention and Management

Objective: To prevent and minimize all forms of pollution (air, water, soil, noise) from our operations and to manage any unavoidable emissions responsibly.

Practices:

- *Air Emissions*: Implement technologies and operational practices to minimize air pollutant emissions (e.g., volatile organic compounds, particulate matter) from manufacturing processes, boilers, and other sources.
  - ✓ Regularly monitor and report air emissions in compliance with regulatory requirements.
  - ✓ Maintain pollution control equipment (e.g., scrubbers, filters) to ensure optimal performance.
- *Noise Pollution*: Implement measures to minimize noise pollution from operations, particularly in areas adjacent to residential zones. This includes equipment maintenance, sound insulation, and operational scheduling.
- *Odor Management*: Implement measures to control and mitigate odors from manufacturing processes to prevent nuisance to the surrounding community.
- *Chemical Management*: Implement robust chemical management programs, including proper storage, handling, labelling, and disposal of chemicals to prevent spills and releases.
- *Environmental Impact Assessments (EIAs)*: Conduct EIAs for significant new projects or modifications to identify potential environmental impacts and develop mitigation strategies.

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GHG Emissions

Objective: To measure, monitor, reduce, and report Greenhouse Gas (GHG) emissions from our operations to mitigate our contribution to climate change.

Practices:

- *GHG Inventory*: Develop and maintain a comprehensive inventory of Scope 1 (direct), Scope 2 (indirect from purchased electricity), and where applicable, Scope 3 (other indirect) GHG emissions in accordance with recognized standards (e.g., GHG Protocol).
- *Target Setting*: Set measurable and time-bound targets for GHG emission reduction, aligned with scientific recommendations and national/international climate goals where relevant.
- Reduction Strategies: Implement strategies to reduce GHG emissions, including:
  - ✓ Improving energy efficiency (as outlined in Energy Management).
  - ✓ Transitioning to renewable energy sources.
  - ✓ Optimizing transportation and logistics.
  - ✓ Reducing process-related emissions.
  - ✓ Exploring carbon offsetting mechanisms for unavoidable emissions.
- Monitoring and Reporting: Regularly monitor, measure, and publicly report GHG emissions and progress towards reduction targets.
- Employee Engagement: Educate and engage employees on the importance of GHG reduction and encourage their participation in initiatives.

Climate Risk

Objective: To identify, assess, manage, and disclose climate-related risks and opportunities that may impact our operations, supply chain, and business strategy.

Practices:

- *Risk Identification and Assessment*: Conduct regular assessments to identify and evaluate climate-related risks.
- *Opportunity Identification*: Identify climate-related opportunities, such as developing green products, improving resource efficiency, or accessing green financing.
- *Tree plantation*: Developing green spaces around our facilities, enhancing urban green belts to absorb carbon and improve air quality.
- *Resilience Building*: Develop and implement strategies to enhance the resilience of our operations and supply chain to climate impacts. This may include contingency planning, infrastructure upgrades, and diversification of sourcing.
- *Supply Chain Engagement*: Work with suppliers to understand and address their climate-related risks and encourage their climate resilience efforts.

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Environmental Compliance

Objective: To ensure full compliance with all applicable environmental laws, regulations, permits, and other relevant requirements.

Practices:

- *Legal and Regulatory Monitoring*: Establish a system for identifying, accessing, and staying up to date with all applicable local, national, and international environmental laws, regulations, and permits.
- *Permit Management*: Obtain and maintain all necessary environmental permits and licenses. Ensure all permit conditions are understood and complied with.
- *Compliance Audits*: Conduct regular internal and external environmental compliance audits to assess adherence to legal requirements and internal policies.
- *Record Keeping*: Maintain comprehensive and accurate records of all environmental data, permits, licenses, monitoring results, training records, and compliance reports.
- *Training*: Provide regular environmental training to all employees to ensure they understand their responsibilities and the company's environmental policies and procedures.
- *Reporting*: Promptly report any environmental non-compliance or incidents to the relevant authorities as required by law.
- *Corrective and Preventive Actions*: Implement robust systems for identifying, investigating, and implementing corrective and preventive actions for any non-conformities or environmental incidents.

TRAINING AND AWARENESS: OLPL is committed to providing appropriate environmental training to all employees & Stakeholders.

REVIEW: This policy and the effectiveness of the EMS will be reviewed periodically by top management to ensure its continued suitability, adequacy, and effectiveness, and to drive continuous improvement.

COMMUNICATION: This policy will be communicated to all employees, contractors, and relevant stakeholders. It will be made publicly available on our company website or through other appropriate channels.

CONTINUAL IMPROVEMENT: OLPL is committed to the continual improvement of its environmental performance and its Environmental Management System through regular reviews, setting and reviewing objectives and targets, and implementing corrective and preventive actions.

Date: 01st April 2025

Dr. Hari Krishna Mudduluru
CEO

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