

## Sustainability Policy

SEKHMET PHARMAVENTURES PVT LTD



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## SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),  
Mumbai, MH 400059 IN

# Sustainability Policy

DOC NO: SEKH-CEHS-01

ISSUE NO:03

ISSUE MONTH: AUGUST 2025

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#### 1. Objective:

The objective of our sustainability policy is to ensure that our operations and activities align with our deep commitment to environmental stewardship, social responsibility, and unwavering ethical standards. We aim to minimize the environmental footprint of our production processes, embracing eco-friendly practices to reduce waste, energy consumption, and greenhouse gas emissions. Concurrently, we are dedicated to improving the well-being of the communities where we operate by fostering social initiatives that promote healthcare access, education, and workforce welfare. Furthermore, our unwavering commitment to ethical conduct is at the core of our sustainability mission, encompassing the responsible development, marketing, and distribution of pharmaceuticals, as well as fostering a culture of integrity, diversity, and inclusivity within our organization.

#### 2. Scope

This policy extends to all the sites of Sekhmet and is applicable to all stakeholders. The company is committed to fostering understanding and recognition of the commitments and principles outlined in this policy among its employees. Additionally, the company will encourage its business partners to embrace and implement these commitments and principles in their interactions with us.

#### 3. Commitments

In Sekhmet's sustainability policy, we adhere to the highest national and international standards, recommendations, and best practices. The commitments and principles set forth by our company encompass these broad domains: Environment, Biodiversity, Social & Ethics.

##### 3.1 Environment:

We acknowledge that the proficient management of environmental impacts is an integral part of our business operations. Our commitment is to diligently incorporate robust environmental practices throughout Sekhmet's management and governance frameworks. This strategic approach is aimed at not only reducing our environmental footprint but also positioning us as leaders in environmental stewardship.

The Company is committed to:



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#### Greenhouse Gas Emissions:

- Monitoring, reporting and minimizing our GHG emissions, ensuring transparency in our efforts
- Educating and engaging with our employees and stakeholders on minimizing their carbon footprint
- Developing a services portfolio that assists our customers in their journey towards decarbonisation, reflecting our commitment to facilitating a low-carbon future

#### Energy Consumption

- Identifying opportunities to improve energy efficiency within our facilities and operations, including the use of energy-efficient equipment and technologies
- Encouraging employees to conserve energy by adopting responsible behaviour and practices
- Regularly recording and monitoring Key Performance Indicators (KPIs) to gauge our progress in reducing energy consumption
- Managing energy use across our value chain to achieve long-term sustainability and efficiency in our operations

#### Air Pollution:

- Monitoring and reporting our emissions, ensuring transparency in our efforts
- *Identifying opportunities to minimize our Air pollution and implementing the feasible technologies to mitigate air pollution*

#### Waste Management

- Minimizing waste generation by implementing strategies such as recycling and reusing materials whenever feasible, and reducing waste generated at source through careful and efficient use of resources – work with downstream partners to minimize environmental impacts
- Ensuring that all waste fractions are managed in adherence to local laws and regulations

#### Water Management

- Monitoring water usage and implementing measures to optimize water consumption
- Preserving and enhancing water quality across our own operations and value chain
- Minimizing the discharge of Active Pharmaceutical Ingredients (APIs) into the environment through responsible manufacturing practices and advanced treatment technologies,
- Preventing the presence of pharmaceuticals in the environment (PiE) by responsibly managing our product lifecycle





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#### Other Commitments:

- Educating and engaging with our employees and stakeholders on minimizing the Air pollution, on usage of water, waste reduction and proper disposal methods to promote responsible behaviours.
- Ensuring strict compliance with all relevant environmental laws and regulations. We will operate within the legal framework, taking proactive measures to meet and exceed these standards
- We are committed to the continuous enhancement of our environmental performance by regularly assessing and refining our processes and practices, alongside implementing sustainable practices in our production operations and business facilities, to minimize environmental impacts and promote responsible resource use. Setting clear and measurable targets and objectives aimed at reducing our environmental footprint and report environmental outcomes using global standards.
- Continuously oversee, assess, and report the advancements and outcomes of environmental conservation and management efforts, adhering to globally accepted protocols. Effectively convey our strategies and accomplishments to pertinent stakeholders
- Design, produce, and offer products and services that are environmentally responsible, safe, and efficient, contributing positively to sustainability
- Optimize our distribution and logistics processes to reduce emissions, energy consumption, and waste throughout the supply chain
- Our commitment extends to effective waste management practices, including reduction, recycling, and responsible disposal to minimize our waste footprint

#### Responsible Supply chain

We expect our suppliers, service providers, and contractors to adhere to environmental standards and collaborate with us in pursuing sustainable practices throughout our supply chain.

We will engage with key business partners, such as non-managed operations, joint venture partners, licensees, and outsourcing partners, to promote shared environmental responsibility and sustainable practices. In cases of due diligence, mergers, and acquisitions, we will consider and address environmental factors, striving to integrate acquired entities into our sustainability initiatives while ensuring compliance with environmental standards.

We recognize the importance of raising awareness among both our internal and external stakeholders regarding our environmental management policy and its associated impacts. Additionally, we will provide training to our employees to ensure a comprehensive understanding of how their work activities influence the environment, thereby fostering responsible practices across the organization.



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#### 3.2. Biodiversity Commitment:

At Sekhmet, we recognize that biodiversity is vital for the well-being of our planet and is closely linked to the health and welfare of communities worldwide. As a responsible pharmaceutical company, we are committed to the conservation and sustainable management of biodiversity. This policy outlines our commitment and the principles we uphold to protect and enhance biodiversity across our operations.

*We are committed to:*

- Conserving and enhancing biodiversity in all areas where we operate. Our goal is to contribute to the protection of ecosystems, wildlife, and natural habitats, recognizing their intrinsic value
- Comply with all relevant international, national, and local laws and regulations concerning biodiversity protection and conservation
- Achieving no net loss of biodiversity within our operational boundaries and, where possible, striving for a net gain. We will set and work towards specific biodiversity-related targets to measure our progress
- Implementing sustainable practices in our production operations and business facilities to minimize environmental impacts and promote responsible resource use
- Actively engage with local communities, conservation organizations, government bodies, and other stakeholders to understand their concerns, share information, and collaborate on biodiversity initiatives
- Encourage our suppliers, service providers, and partners within our value chain to adopt biodiversity-friendly practices and adhere to our commitment to avoid operational activities near sites containing globally or nationally important biodiversity
- Apply a mitigation hierarchy approach, prioritizing actions that avoid, minimize, restore, and offset biodiversity impacts associated with our operations
- Support forest restoration and reforestation initiatives, contributing to the rehabilitation of ecosystems and the sequestration of carbon to combat climate change.
- We will support local biodiversity initiatives and help preserve wildlife corridors as part of our efforts to maintain habitat connectivity and promote healthy ecosystems.
- Utilize our best efforts to safeguard forests and prevent deforestation across all our operational activities
- Ensure a commitment to biodiversity by offsetting any potential impacts through future reforestation efforts, thereby achieving a no net deforestation outcome
- Our biodiversity commitment extends to various segments of our value chain, including our own operations, suppliers, and partners
- Promote awareness and knowledge among our employees, suppliers, and partners about biodiversity conservation and our commitment to it





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- Monitor and measure our progress in achieving biodiversity targets and regularly report our findings to stakeholders

#### 3.3. Social

At Sekhmet, we recognize that our social responsibility extends beyond the development of pharmaceutical products. We are committed to actively contributing to the well-being of society and fostering positive relationships with our stakeholders. Our social responsibility framework is committed to:

- Ensuring the health, safety, and well-being of our employees. This includes providing a safe working environment, promoting work-life balance, and fostering a culture of inclusivity and respect
- Providing equal opportunities to all, regardless of race, gender, age, disability, or background
- Create an inclusive workplace where everyone's unique perspectives are appreciated
- Actively engage with the communities where we operate including supporting community development initiatives, contributing to local economies, and addressing community concerns through open and transparent communication
- Ethical sourcing practices, ensuring that the materials and ingredients used in our pharmaceutical products are sourced responsibly, without exploitation or harm to workers or communities
- Uphold human rights in all aspects of our operations and supply chain. This includes a commitment to not tolerate any form of forced labour, child labour, or human rights abuses
- Producing pharmaceutical products of the highest safety and quality standards, ensuring that they meet or exceed regulatory requirements
- Conduct our marketing and sales practices with integrity and transparency, providing accurate and balanced information to healthcare professionals, patients, and the public
- Engage with stakeholders, including patients, healthcare professionals, advocacy groups, and regulatory authorities, to ensure that our products and practices align with societal expectations and needs
- Invest in the professional development of our employees, providing opportunities for skill enhancement, career growth, and leadership development
- We will invest in the professional development of our employees, providing opportunities for skill enhancement, career growth, and leadership development.
- Sekhmet is committed to fostering a socially responsible and inclusive environment across all aspects of our operations. This Social Policy will be communicated both internally and externally to ensure that all stakeholders are well-informed about our values, commitments, and the progress we make in promoting social well-being.
- Ongoing communication and engagement initiatives will be central to reinforcing our social objectives, which include equity, diversity, human rights, and community development. We



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expect all individuals affiliated with Sekhmet—including employees, contractors, suppliers, and partners—to respect and uphold the principles outlined in this Social Policy.

#### 3.4. Ethics

At Sekhmet, we understand that our ethical responsibility transcends the mere development of pharmaceutical products. We are dedicated to actively enhancing societal well-being and nurturing constructive relationships with our stakeholders. Our ethical commitment encompasses:

- Continuously uphold rigorous corporate governance and ethical standards. Our practices will undergo regular reviews to ensure alignment with industry benchmark standards
- Cultivating a culture of sustainability and ethical conduct among all employees, emphasizing their interactions with company stakeholders in their daily responsibilities
- Encourage dialogue and collaboration among diverse stakeholders. We will establish communication channels and inquiry platforms to ensure the availability of comprehensive, precise, and valuable information about the company
- Set measurable targets and publicly report on our progress towards achieving these objectives
- Uphold the highest ethical standards across all our activities, adhering to strict codes of conduct and fostering a culture of ethical behaviour throughout our organization
- Comply with all cybersecurity laws, regulations, and best practices to safeguard our digital assets, protect sensitive information, and ensure the privacy and security of data
- Invest in ongoing training and awareness programs to keep our employees well-informed about cybersecurity laws and ethical practices, empowering them to act responsibly and securely in the digital landscape
- Conduct regular audits and assessments of our cybersecurity measures to identify vulnerabilities, promptly address any issues, and maintain robust cybersecurity defences
- This Ethics Policy will be communicated both internally and externally to ensure that all stakeholders are fully informed about our ethical commitments and the progress we make in maintaining them.
- Consistent communication and engagement initiatives will be essential in reinforcing our ethical principles, which include integrity, transparency, fairness, and accountability.
- We expect all individuals affiliated with Sekhmet—including employees, contractors, suppliers, and partners—to understand, embrace, and uphold the values outlined in this Ethics Policy.
- Our collective dedication is vital for embedding ethical practices throughout our organization. Commitment to responsible business conduct, ethical decision-making, and the promotion of a culture rooted in trust and respect.

#### 4. Policy Review and Approval

The Sustainability Policy will be disseminated both internally and externally, ensuring that all stakeholders are well-informed about our commitments and the progress we make in achieving them. Consistent communication





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and engagement initiatives will play a pivotal role in reinforcing our sustainability objectives. We expect all individuals affiliated with Sekhmet, including employees, contractors, suppliers, and partners, to embrace and uphold the principles outlined in this Sustainability Policy. Everyone connected to Sekhmet— employees, contractors, suppliers, and partners—is expected to follow this policy.

Our collective dedication is indispensable for effectively integrating sustainable practices throughout our organization. The formal approval of the Sustainability Policy by the Board of Directors underscores our firm commitment to responsible and sustainable practices, highlighting our unwavering dedication to environmental and social responsibility and emphasizing the paramount importance of sustainability in all aspects of our operations. This will be reviewed/updated as needed periodically to reflect /ensure it remains relevant, effective, and aligned with evolving sustainability standards and practices.

#### END OF DOCUMENT

	Prepared by	Reviewed by	Approved by
Name	A. SADASHIVA REDDY	A.DURGAPRASADREDDY	SANTHOSH MAHIL
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