

SUSTAINABLE PROCUREMENT POLICY

Our commitment to sustainability extends to our procurement practices, recognizing that our choices have a profound impact on the environment, society, and the long-term success of our business. This policy outlines our principles, objectives, and responsibilities in the realm of sustainable procurement.

We endorse the following to share world class responsible procurement in all our actions:

- *Alembic Pharmaceuticals* is committed to conducting procurement activities in a manner that aligns with sustainability principles. Our approach to sustainable procurement focuses on three key pillars: Environmental Responsibility, Ethical and Social Responsibility, and Economic Responsibility.
- Before engaging with suppliers, we will assess their environmental practices, products, and processes to ensure alignment with our sustainability objectives. We will actively seek to reduce the carbon footprint of our supply chain by implementing energy-efficient practices and sustainable transportation methods.
- We will promote the use of sustainable materials and packaging to reduce waste and minimize our environmental impact. We will encourage suppliers to minimize the use of hazardous materials and chemicals in their products to protect human health and the environment
- We will only engage with suppliers who demonstrate ethical labor practices, including fair wages, safe working conditions, and respect for human rights. We will actively promote diversity and inclusion among our suppliers, seeking to create opportunities for underrepresented groups.
- We will not tolerate any engagement with suppliers involved in unethical practices, including child labor, forced labor, or any form of discrimination.
- We will support local communities and promote positive social impacts through our procurement activities, which may include community engagement, job creation, and education through our CSR initiatives.
- We will engage in transparent and fair procurement practices, ensuring that suppliers are chosen based on merit and responsible business practices.
- We will strive to achieve cost-effective and efficient procurement processes without compromising the quality of products or services. Potential and existing suppliers will be assessed based on their commitment to sustainability.
- We will regularly evaluate and review supplier performance, taking into account their environmental, ethical, and economic practices. Non-compliant suppliers will be encouraged to improve their practices, with continued non-compliance leading to the potential termination of supplier contracts.

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- We will regularly review and update our sustainable procurement policies and procedures to reflect evolving sustainability standards and best practices.
- We will invest in employee training to raise awareness and build competence in sustainable procurement principles and practices
- We will maintain transparency in our procurement practices by providing stakeholders with information regarding our sustainable procurement initiatives. We will publish an annual report on our progress in achieving sustainability goals and targets in procurement.
- Through this Sustainable Procurement Policy, we aim to contribute positively to the pharmaceutical industry while safeguarding the environment, upholding ethical and social standards, and promoting economic growth in our communities.
- This policy and shall be communicated to all relevant stakeholders.

Together we look forward to make this world a global connect for social, economic and environmentally sustainable business in pharmaceutical arena.

Dated : 6th of December 2023


Head of Supply Chain

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