



CORPORATE ENVIRONMENT POLICY

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BACKGROUND

Neogen Chemicals Limited is Public Listed Company domiciled in India and incorporated under the provisions of the Companies Act, 1956 having Corporate Identity Number L24200MH1989PLC050919. Company has its registered office at Thane, Maharashtra. The Company is engaged in the business of manufacturing of eco - friendly speciality chemicals which are used in Pharmaceutical, Engineering & Agro-Chemical industries. Neogen has developed significant expertise in highly demanding field of Bromine Compounds, Lithium compounds & more recently advance intermediates for pharmaceutical industries & Agro-Chemical industries of world class standards. The principal place of business of the company are at Thane (HO), one unit of Factory at Mahape in Navi Mumbai and another unit of Factory at Karakhadi in District Vadodara, Gujarat & third site at Dahej SEZ, Gujarat is under development for further expansion of business of Organic Chemistry & Lithium chemistry. The Company caters to both domestic and international markets. The Manufacturing facility is also having well equipped R & D and analytical labs. It has various certificates like ISO 9001:2015, ISO 14001 & ISO 18001 for Safety & Environment, Star Export House from Government of India and Crisil rating.

Over the years we have expanded our range of products and, presently, manufacture an extensive range of specialty chemicals which find application across various industries in India and globally.

Manufacturing bulk drugs/intermediates involves several complex reactions and consequent generation of hazardous chemical residue, which, if left untreated, will have an impact on the environment. Emissions or chemical discharges exceeding regulatory limits could cause legal troubles and hamper a manufacturer's brand value.

SCOPE

All the employees of Neogen Group working at its Plants and Offices including temporary staff and third-party contractors shall be committed towards preserving and maintaining Healthy Environment and follow Environment friendly Practices. All the employees shall attend all the training sessions and workshops as may be conducted by Neogen on Environment, Health and Safety.



GOALS AND COMMITMENTS

As a part of our Ethos, Neogen Chemicals Limited is committed to work continuously towards ensuring a clean and sustainable environment. In order to achieve this goal, we commit ourselves to:

- Conduct all our operations in an environmentally responsible manner and comply with applicable statutory and global standards.
- Continuously assess our environmental impacts and measure and improve our environmental performance by adopting best practices for prevention and control of pollution.
- Make continuous efforts to reuse and recycle water at all our manufacturing sites thereby reducing freshwater consumption.
- Work towards minimising waste generated from our existing products and develop Value Added Products from the waste generated.
- Invest in research and development of environmentally sustainable processes for our products.
- Put special thrusts on efficient energy utilization / renewable energy as a measure to reduce carbon footprint.
- Create environmental awareness among the employees and the local communities through pro-active communication and training.
- Adhere and report our environmental performance to all our stakeholders.
- Ensure that our employees are regularly trained to acquire the necessary skills to meet the environmental standards set by the company.
- Make business decisions that aim towards sustainable development.
- Engage with stakeholders to create awareness on sustainability.
- To promote environment friendly technologies, Business practices and R&D activities to maintain clean and healthy environment.
- To ensure cleanliness of streams and wells in different areas of the states by prevention, control, and abatement of water pollution,
- To improve the quality of air and to prevent, control, or lessen air pollution in the country.
- To reduce the water, air and soil pollution and overall impact on climate change.



LEGAL COMPLIANCES, DISCLOSURES AND REPORTING

The Board of the Company had in its meeting dated 8th February 2020 constituted an Environment Cell/ Committee which was re-constituted by the Board in its meeting held on 13th February, 2021, 4th March, 2023 and 9th February 2024, and the same was again re-constituted by the Board in its meeting held on 7th August, 2024 as under:

Plant Level Committee:

Mr. T C N Sai Krishnan

Mr. Rishi Bele (w.e.f. 7th August 2024)

Head Office Committee:

Dr. Harin Kanani

Mr. Anurag Surana

The Committee shall be dedicated towards:

- Ensuring compliance with all relevant various environment regulations and guidelines applicable to the company and submit timely reports to the Government/ Statutory Authorities.
- Obtain all such necessary approvals and consent from concerned Statutory/ Government / Local Authorities to establish/ operate its plants and for its new establishment and expansions and ensure compliance of the guidelines as may be prescribed.
- Prepare SOPs to have proper checks and balances and to bring into focus any infringement/ deviation/ violation of environment/ forest/ wildlife norms, responsibility matrix.
- Monitor that the manufacturing activities are conducted in an environment friendly manner.
- Arrange for yearly environment Audits.
- To arrange third party monitoring at regular intervals.
- Undertake CER activities.



ENVIRONMENT SOCIAL GOVERNANCE:

The Company consciously conducts their activity which helps in preserving our environment and health of our society at large. The Company also contributes towards Increasing Mangroves cover which is very crucial to the city of Mumbai. As a city built on reclaimed land, with a vast coastline and heavy rainfall, Mumbai is prone to erosion. Mangroves trap silt and protect the integrity of our shoreline. They act as a buffer between the land and the sea. They are also home to a wide variety of birds and aquatic life. As a result, they become a source of livelihood for the local Koli community. Besides this, they also filter waste water by absorbing impurities and harmful heavy metals and help us breathe clean air by absorbing pollutants in the air. It also contributes towards Vermi Culture which helps in improving the physical Structure of soil, improves water holding capacity and reduces the amount of waste going to landfills.

The Company also manufactures certain chemicals which help in reducing harm to our ozone layer.

For our customers, we continue to stress on innovation and forward integration to be able to deliver on their evolving needs. For our business partners, we have ensured sustained and growing business. For our employees, we have ensured a healthy work environment and career growth. For the communities, we have invested in environment-friendly technologies and undertake various social programmes. Last but not the least, for our shareholders who have now become a part of Neogen family, we are focussed on delivering sustainable performance to maximise value creation and take them along in our exciting growth journey ahead.

At Neogen, we consider that community development is equally important as business development. We have dedicated ourselves to the betterment of the communities and the environment. We contribute towards betterment of entire society by promoting education, health and environment development and protection programme.

The Company shall report about various initiatives taken by the company to the concerned stakeholders for preserving and promoting clean and healthy environment.



Neogen shall take all such steps for conservation, enhancement and restoration of Bio-Diversity within its area of operations and ensure protection of species and flora and fauna and reduce the impact on Bio- Diversity.

ENVIRONMENT, HEALTH AND SAFETY

NCL has implemented an effective audit and verification approach across all operations to track all the products and processes and ensure they comply with its EHS policies, procedures and practices. The Company strictly adheres to the laws, regulations and contractual commitments concerning air emissions, wastewater discharges, solid and hazardous waste material handling, worker health and safety, and the investigation and remediation of contamination or other environmental restoration.

The Company has strong policies for quality and Safety, Health and Environment (SH&E), which it continues to upgrade on an on-going basis to remain compliant to local norms in various international markets. The Company's manufacturing facilities are certified with ISO 9001:2015 for quality, ISO 14001:2015 for environmental standards and BS OHSAS 18001:2007 for operational health and safety by Bureau Veritas Certification Holding SASUK branch. The Company works closely with various international customers to understand their specific requirement and local regulatory requirement and adheres to the same.

Neogen conducts workshops and training sessions for all its workmen and employee at timely interval to train them on how to conduct its daily activities in an efficient way and the precautions that needs to be taken so as to prevent causing any harm to the Environment and ensure health and safety of the Employee.

To promote Environment, Health and Safety, the Company shall:

- Lay down guidelines for safe handling of various chemicals manufactured at its plants.
- Conduct timely fire drill sessions so as to prevent any mishap at its plants and conducts occupational health surveillance programme so as to ensure safety of all its employees and workmen.



- Ensure that there are no National Parks, Wildlife sanctuaries, Biosphere Reserves, Wildlife reserves upto a distance of such kms from its project sites as prescribed by the guidelines or as required by law.
- Develop Effluent treatment plant with primary, secondary and tertiary treatment units at its plants. The treated water should be evaporated in MEE which will help in ensuring that there is no discharge of untreated waste water from its units.
- Undertake maintenance activity for all Plants & Machineries and Equipment's and Effluent Treatment Plants, Boilers and Reactors at regular intervals, so as to ensure smooth running of plant.
- Install emissions monitoring system at process stacks to monitor stack emission and monitor fugitive emissions in plant premises. It shall have in place pollution control devices to meet the required norm as specified by GPCB/ SPCB/ CPCB/MPCB and shall comply with National Ambient Air Quality Emissions Standards.
- Ensure that the overall noise levels in and around the plant area is kept well within the standards by providing noise control measures on all sources of noise generation.
- Maintain a dedicated storage areas for hazardous chemicals at all its plants.
- Ensure that the required green belt is developed around its plant as per the guidelines or requirements of law.
- Preferably use LED based Energy sources and thrusts on efficient energy utilization / renewable energy as a measure to reduce carbon foot-print.
- Ensure safe handling of Hazardous Chemicals.
- Have emergency preparedness plans based on hazard identification and Risk Assessment and shall have Disaster Management Plan.
- Maintain efficient Fire Fighting Systems.

Apart from the above, the Company shall at all times undertake all such activities and comply with all such guidelines as laid down by the concerned authorities for protection of Environment.



REVIEW

The Management shall review this policy at timely intervals but not later than once in three years.
