



Occupational Health and Safety Policy

Reliance Life Sciences is a research-driven organization developing business opportunities in bio-therapeutics (plasma proteins, biosimilar and novel proteins), pharmaceuticals (later-generation, oncology generics and specialty fermentation), clinical research services, regenerative medicine (stem cells and tissue engineering) and molecular medicine.

The vision of Reliance Life Sciences is to attain global leadership through innovative and cost-effective solutions for a better life. Reliance Life Sciences commitment to occupational health and safety management reflects the context of the organisation's pharmaceutical profile of low likelihood but high consequence. Reliance Life Sciences shall strive to be a leader in the field of management of occupational health and safety.

Key objectives of our occupational health and safety policy are:

- Safety of person overrides all production targets.
- All injuries, occupational illnesses, as well as safety and environmental incidents, are preventable.

Reliance Life Sciences is committed to achieving these objectives by:

- Providing a framework for setting occupational health and safety objectives.
- Fulfilling applicable legal, industry, management system and other requirements.
- Pursuing continual improvement of occupational health and safety management system.
- Identifying and eliminating hazards, and managing risk and opportunities, for prevention of work-related injury and ill health.
- Enhancing employee well-being through provision of health benefits and lifestyle support.
- Providing adequate resources and support relevant to the size and context of Reliance Life Sciences.
- Involving workers and relevant stakeholders in the occupational health and safety management system through consultation and participation.
- Communicating this policy within the organisation and making it available to stakeholders, as appropriate.
- Designing plants that comply with the latest international codes, standards and practices and with best practice safeguards for ensuring process safety.
- Carrying out process and operational changes through well-defined systems and strict adherence to the same.
- Providing adequate training, information, and instructions to workers, besides supervision of work.

We will review this policy when required and periodically to ensure that it remains relevant and appropriate.


K V Subramaniam
2018