

BIODIVERSITY POLICY

At Glenmark, we understand the critical interdependence between our operations and biodiversity, along with ecosystem services they support. Biodiversity management is integral to our business practices, reflecting our commitment to preserving the natural world. Recognizing the profound impact of our activities, we emphasize the importance of safeguarding biodiversity.

Convention on Biological Diversity (CBD) defines biodiversity as the variety of life forms that can be found in an area; from the variety of genes to the species diversity of all life that make up the ecosystems which underpin our planet's ability to support life. The CBD has adopted a "Kunming-Montreal Global Biodiversity Framework" (GBF), which includes 12 goals and 23 targets to be achieved by 2030. Further, the GBF was adopted by 196 countries at the UN Biodiversity Conference (COP15) in December 2022. The framework envisions "By 2050, biodiversity is valued, conserved, restored and wisely used, maintaining ecosystem services, sustaining a healthy planet and delivering benefits essential for all people."

To support this vision, Glenmark has formulated this biodiversity policy. For effective implementation of the policy, we shall strive to:

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- ✔ Ensure compliance with legal and statutory requirements relating to biodiversity management.
- ✔ Conduct Biodiversity Screening at our sites to evaluate our operational impact and associated risks.
- ✔ Conduct comprehensive biodiversity assessment and develop site specific Biodiversity Management Plans for all high-risk sites by integrating mitigation hierarchy: avoiding, minimizing, restoring and if necessary, offset residual impacts
- ✔ Avoid working in critical habitats and ecologically sensitive areas.
- ✔ Encourage afforestation initiatives while committing to no deforestation practices.
- ✔ Evaluate biodiversity impact and dependencies in our supply chain and procure materials from sustainable sources, wherever possible.
- ✔ Avoid the introduction of any new invasive & alien species and take actions to eradicate such species from our sites.
- ✔ Wherever possible, adopt Nature based solutions to address the impact and dependencies of our operations on biodiversity.
- ✔ Monitor, review and assess biodiversity performance against measurable biodiversity objectives to drive continuous improvement.
- ✔ Collaborate with relevant stakeholders and value chain partners for fostering no net loss and biodiversity conservation, and actively engage with government and industrial associations on biodiversity issues.
- ✔ Collaborate with local stakeholders and indigenous communities to enhance biodiversity knowledge of our sites.
- ✔ Implement training programs to raise biodiversity awareness, promote protection & enhancement of biodiversity and ecosystem conservation efforts.

The policy will undergo periodic reviews for subsequent revisions.

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