



ENVIRONMENTAL HEALTH AND SAFETY POLICY

Effective date: 10-09-2025



1. PURPOSE

Purogene Labs Private Limited is committed to protecting the environment, ensuring the health and safety of its employees, contractors, and surrounding communities, and conducting operations responsibly and sustainably. This policy outlines our principles and commitments to achieving excellence in EHS performance.

2. SCOPE

This policy applies to:

- All facilities, employees, contractors, and visitors of Purogene Labs Private Limited.
- All activities, products, and services that may impact the environment, occupational health, or workplace safety.

3. Policy Commitments

3.1 Environmental Commitments

- Comply with all applicable environmental laws, standards, and regulations (e.g., Air Act, Water Act, Environment Protection Act).
- Prevent pollution and minimize environmental impacts related to emissions, effluents, and waste.
- Promote efficient use of energy, water, and raw materials.
- Encourage waste reduction, reuse, and recycling across all operations.
- Incorporate environmental risk assessments in all project and process planning.

3.2 Health Commitments

- Identify and mitigate occupational health risks associated with chemical handling, noise, air quality, and ergonomics.
- Provide periodic medical checkups, health surveillance, and access to healthcare.
- Promote employee well-being through hygiene, rest areas, clean drinking water, and wellness programs.





3.3 Safety Commitments

- Maintain a safe workplace by identifying hazards, assessing risks, and implementing preventive and protective measures.
- Provide personal protective equipment (PPE) and enforce its proper use.
- Ensure fire safety, emergency preparedness, and effective incident response systems.
- Train all employees and contractors in safety procedures and conduct regular mock drills.

4. Objectives

- Achieve zero reportable injuries, illnesses, and environmental incidents.
- Ensure 100% legal compliance with all applicable EHS regulations.
- Continuously improve EHS KPIs such as near-miss reporting, safety audit scores, and waste reduction metrics.
- Promote a culture of safety ownership and environmental responsibility across all levels of the organization.

5. Roles & Responsibilities

Stakeholder	Responsibility
Top Management	Provide leadership, allocate resources, review EHS performance, and ensure accountability.
EHS Department	Develop policies and SOPs, conduct audits, monitor compliance, and lead training efforts.
Supervisors & Managers	Implement EHS procedures on the floor and enforce safe behaviors.
Employees & Contractors	Follow safety rules, report hazards, and participate in EHS training and initiatives.

6. Training & Awareness

- All employees and on-site contractors will receive EHS orientation and role-specific training.
- Periodic refresher programs will be conducted on:
 - Chemical and hazardous material handling





- PPE usage
- Emergency evacuation
- Environmental awareness
- EHS communications (e.g., posters, alerts, dashboards) will be visible throughout the facility.

7. Monitoring & Review

- Conduct regular internal EHS audits and risk assessments.
- Maintain logs of incidents, near-misses, and corrective actions.
- Review EHS objectives and performance in quarterly management review meetings.
- Update this policy annually or as required by changes in regulation or operations.

8. Monitoring & Review

Purogene Labs aims to maintain compliance with and/or pursue certifications under:

- ISO 14001 – Environmental Management Systems
- ISO 45001 – Occupational Health and Safety Management Systems
- GMP, FDA, and local safety regulations (e.g., Factories Act, PESO guidelines, CPCB/SPCB norms)

