

ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY POLICY

ZIM LABORATORIES LIMITED

ZIM Laboratories Ltd. is committed to the highest standards of Environmental, Health, Safety and Sustainability (EHS&S) performance. We strive to maximize operational efficiencies while minimizing our impact on the environment and utilizing our resources in a judicious manner. As part of our commitment to ensuring a safe and healthy work environment, ZIM actively takes steps to ensure there are no accidents or incidents.

The EHS&S policy is applicable to all our manufacturing facilities, R&D facilities, Head office, and business operations. We partner with our suppliers, service providers, and contractors to embrace EHS&S processes for improved performance.

This policy is applicable to all ZIM employees, and contractors. They are expected to comply with the requirements stated in this policy.

For the effective implementation of this policy, the leadership and the employees across various locations collaborate and collectively drive the environment, health, safety & sustainability objectives by:

- Complying with the relevant and applicable statutory and regulatory requirements
- Integrating environment, health, safety and sustainability aspects into the planning and decision making of business processes
- Continually improving EHS&S performance through management systems, standard operating procedures, guidelines and deploying the necessary resources to achieve the same
- Actively identifying and mitigating the environmental and health & safety risks which arise from our business operations, distribution and logistics network and supply chain
- Optimize resources to prevent pollution, conserve energy and water, and monitor waste generation and Non GHG emissions to enable reduction efforts.
- Implement measurable actions to minimize environmental impacts, including improving energy efficiency, transitioning to renewable energy, reducing waste generation, conserving water, and lowering greenhouse gas emissions.
- Providing adequate training and capacity building to employees, contractors, partners to raise awareness on EHS&S
- Periodically auditing our systems and processes to ensure continued conformance to the required standards
- Measuring, monitoring, and benchmarking our EHS&S practices and performance on a regular basis and publish a report for general communication
- Encouraging employees to identify and report any unsafe conditions including near miss and implement actions to prevent work related injury or illness

This policy shall be reviewed periodically for its continued suitability and updated as necessary



Dr. Anwar Daud
Managing Director

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