



**STRIDES PHARMA SCIENCE LIMITED**

**Biodiversity and No-Deforestation Commitment**

*Adopted by the Board of Directors on 29 July 2025*



## 1. INTRODUCTION

Strides Pharma Science Limited (Strides) is committed to the principles of environmental stewardship and recognizes the intrinsic value of biodiversity as essential for sustaining healthy ecosystems. Biodiversity supports ecosystem services that are vital for human health, economic prosperity, and overall well-being. This commitment outlines our commitment to protecting biodiversity and preventing deforestation across all our operations and supply chains, reflecting our dedication to sustainability and responsible corporate citizenship.

## 2. OBJECTIVES

- **Conserve Biodiversity:** Strides aim to actively safeguard ecosystems and species that may be affected by our operations. We will implement measures to protect biodiversity and promote the resilience of ecosystems;
- **Prevent Deforestation:** We pledge to adopt responsible sourcing practices that do not contribute to deforestation or degradation of critical habitats. This includes establishing stringent guidelines for our procurement partners and processes;
- **Promote Sustainability:** Strides seek to cultivate a culture of sustainability that extends beyond our organisation, encouraging all stakeholders, including suppliers and customers, to engage in environmentally responsible practices;
- **Ensure Regulatory Compliance:** We commit to complying with all applicable environmental laws, regulations, and international agreements related to biodiversity conservation and deforestation prevention

## 3. SCOPE

This commitment applies to all facets of Strides' operations, encompassing:

- **Business Operations:** Incorporate biodiversity principles in daily operations, emphasizing sustainable resource management to enhance environmental stewardship;
- **Manufacturing Facilities:** Ensuring that our production processes are designed to minimize environmental impact, including energy consumption and waste generation;
- **Research and Development Activities:** Incorporating biodiversity considerations into product development, focusing on sustainable practices and innovation that support ecological health;
- **Subsidiaries and Joint Ventures:** Collaborate actively to integrate biodiversity-friendly practices within business strategies, promoting sustainable development across associated entities;



- **Suppliers:** Partner with suppliers to Promote biodiversity and no-deforestation policies, fostering sustainable supply chain management;
- **Products and Services:** Develop and offer products and services that prioritize eco-friendly solutions, reducing environmental footprints and supporting biodiversity conservation;
- **Service Providers:** Align with service providers to comply with biodiversity standards, ensuring services align with our commitment to environmental responsibility;
- **Contractors:** Collaborate with contractors to adopt best practices for biodiversity and environmental protection in all projects and engagements.

#### 4. APPLICATION OF THE MITIGATION HIERARCHY

Strides will consider the following mitigation hierarchy as a guiding principle in its biodiversity decision-making process:

- **Avoidance:** We will take proactive measures to avoid impacts on biodiversity wherever possible, including careful planning and site selection to ensure that sensitive ecosystems are protected;
- **Minimization:** When impacts cannot be avoided, we will implement strategies to minimize negative effects on biodiversity, utilizing best practices in project design and execution to reduce harm;
- **Restoration:** Strides is committed to restoring affected ecosystems through targeted initiatives aimed at rehabilitating habitats and supporting the recovery of impacted species;
- **Offsetting:** As a last resort, where significant impacts cannot be mitigated, we will seek biodiversity offsets that achieve equivalent conservation outcomes, investing in projects that protect or restore biodiversity elsewhere.

#### 5. CONDUCTING BIODIVERSITY RISK ASSESSMENTS

Strides intends to conduct comprehensive biodiversity risk assessments as an integral part of our project planning:

- **Risk Assessment Framework:** These assessments will evaluate potential impacts on local ecosystems, habitats, and species, identifying risks associated with all our operations and proposing appropriate mitigation measures;
- **Integration into Decision-Making:** The findings from biodiversity risk assessments will inform our operational decisions and sustainability strategies, ensuring that ecological considerations are central to our planning processes;



- **Implement Mitigation Steps:** In areas where impact on biodiversity and ecosystem services are anticipated Strides will follow a mitigation hierarchy and develop action plans and aiming to avoid, minimize, restore, and offset any potential negative effects;
- **Create Positive Impact:** Strides is committed to creating a net positive impact on biodiversity through its operations, favoring the adoption and investment in ecosystem-based approaches, wherever possible;
- **Engage Value-chain partners:** Strides will actively encourage its value chain partners to promote biodiversity conservation and limit operational activities in globally or nationally significant biodiversity sensitive areas.

## 6. GOVERNANCE

This Policy is approved by the **Risk Management and Sustainability Committee (RM&SC)** of the Board, in collaboration with the Chief Sustainability Officer (CSO). The Committee is responsible for making decisions on sustainability-related issues and ensuring the enforcement of this policy commitment.

## 7. REVIEW

The RM&SC shall conduct a periodic review of the policy to maintain alignment with organisational objectives and regulatory requirements. The Board may, based on the recommendations of the RM&SC, make any amendments to this policy commitment from time to time.

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