



Lee Pharma Limited

## LEE PHARMA LIMITED

Reg Office: SY. No.: 257 & 258/1, Door No: 11-6/56-C, Opp : IDPL Factory,  
Moosapet,Balanagar ( Post ), Hyderabad – 500 037, India

### TITLE: Policy on Biodiversity

Policy No: LPHRGNP-19-00

Effective Date: 01-04-2025

Page 1 of 2

Review Date: 31-03-2027

### 1. Objective

Lee Pharma has embedded biodiversity conservation into its core environmental strategy. The policy guides efforts to protect ecosystems, reduce biodiversity loss, and promote sustainable practices across operations and supply chains. Biodiversity is recognized as essential to ecological balance, human health, and long-term business resilience.

### 2. Scope and Applicability

This policy applies to all Lee Pharma facilities, including manufacturing, R&D, and logistics centers, as well as employees, contractors, suppliers, and business partners. It covers operations in India and supply activities in Europe. All new projects, expansions, and partnerships are evaluated for biodiversity impact under this policy.

### 3. Policy Commitments

#### 3.1 Compliance and Beyond

Lee Pharma complies with the Biological Diversity Act, 2002, and relevant EU biodiversity directives. The company aligns with global frameworks such as the Convention on Biological Diversity (CBD). Voluntary standards like ISO 14001 have been adopted to enhance biodiversity performance.

#### 3.2 Biodiversity Risk Assessment

Biodiversity impact assessments are conducted before initiating any new project or expansion. Ecological mapping tools are used to identify sensitive habitats and species near operational sites. Mitigation plans are developed to avoid or minimize harm, and operations in protected or high-conservation-value areas are strictly avoided.

#### 3.3 Habitat and Species Protection

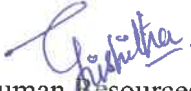


Land-use practices have been designed to prevent habitat degradation, fragmentation, and soil erosion. Conservation programs are in place to protect endangered and endemic species. Landscaping avoids invasive species and promotes native vegetation to support local biodiversity and ecological resilience.


#### 3.4 Sustainable Resource Use

Raw materials are sourced sustainably from certified suppliers. Suppliers are encouraged to adopt biodiversity-friendly practices. Water and energy use are optimized to reduce pressure on ecosystems and maintain ecological balance.

#### 3.5 Pollution Prevention

Effluent and emissions are strictly controlled to prevent harm to biodiversity. Wastewater is treated to avoid contamination of nearby water bodies, and air emissions are monitored to protect surrounding flora and fauna. Green chemistry principles are applied to reduce the ecological toxicity of pharmaceutical residues.

Prepared By	Authorized By	Approved By
 Human Resources	 Human Resources	 Director

 Lee Pharma Limited	<b>LEE PHARMA LIMITED</b>		
	Reg Office: SY. No.: 257 & 258/1, Door No: 11-6/56-C, Opp : IDPL Factory, Moosapet, Balanagar ( Post ), Hyderabad – 500 037, India		
	<b>TITLE: Policy on Biodiversity</b>		
	Policy No: LPHRGNP-19-00	Effective Date: 01-04-2025 Review Date: 31-03-2027	Page 2 of 2

### 3.6 Restoration and Offsetting

Where biodiversity impacts are unavoidable, Lee Pharma has implemented habitat restoration and biodiversity offsetting programs (if applicable and required). These include reforestation, wetland rehabilitation, and soil regeneration. Restoration efforts are carried out in consultation with local communities and biodiversity experts to ensure ecological and social relevance.

### 4. Stakeholder Engagement

Wherever required Lee Pharma will collaborate with local communities, NGOs, academic institutions, and government bodies to support biodiversity conservation. Community input will be integrated into biodiversity planning and restoration efforts. Awareness programs are conducted to educate employees, suppliers, and contractors on biodiversity issues.

### 5. Monitoring and Reporting

Independent third-party audits will be conducted to verify compliance and identify opportunities for improvement in biodiversity performance.

### 6. Training and Capacity Building




All employees and contractors receive training on biodiversity risks, conservation practices, and regulatory requirements. Cross-functional teams integrate biodiversity considerations into decision-making. Workshops, webinars, and field visits are organized to build biodiversity literacy across the organization.

### 7. Governance

The ESG/EHS Committee oversees the implementation of the biodiversity policy and reviews progress annually. Site-level Environment Officers manage local biodiversity initiatives and report outcomes. The policy is updated regularly to reflect new insights, regulatory changes, and stakeholder feedback.

### 8. Communication

The policy is shared with all employees during onboarding and is publicly available on the company website. It is communicated to suppliers, contractors, and business partners at the start of engagement. Transparency in biodiversity goals and actions builds trust and accountability with stakeholders.

Prepared By	Authorized By	Approved By
 Human Resources	 Human Resources	 Director