QUALITY, ENVIRONMENT, HEALTH, AND SAFETY POLICY

Revision Number: **01** Effective Date: **14-07-2026**

3xper Innoventure Limited is committed to upholding the highest standards of **Quality, Environment, Health, and Safety (QEHS)** in all aspects of its operations. We are dedicated to developing, manufacturing, and supplying safe and reliable Active Pharmaceutical Ingredients (APIs), Intermediates and Cosmetic ingredients that meet global regulatory requirements and exceed customer expectations, while ensuring a safe workplace and protecting the environment. By following below guidelines,

Quality

- Ensure compliance with all applicable statutory, regulatory, customer-specific, and contractual requirements, including relevant cosmetic Good Manufacturing Practices, product specifications, and quality standards.
- Manufacture products under controlled hygienic conditions using scientifically designed processes that minimize contamination, mix-ups, and quality risks while ensuring complete product traceability throughout the manufacturing and distribution process.
- Focus on understanding current and future customer needs by delivering products that consistently meet agreed quality attributes, safety expectations, delivery commitments, documentation requirements, and technical support expectations, thereby enhancing customer satisfaction and long-term business partnerships.
- Promote a culture of quality, product safety, integrity, accountability, and GMP compliance by ensuring competent personnel, effective training, and adherence to documented procedures throughout the organization.
- Drive continual improvement by leveraging technological advancements, digitalization, data-driven decision-making, innovation, quality risk management, and operational excellence to improve product quality, process capability, efficiency, and sustainability.
- Apply risk-based thinking throughout the Quality Management System to proactively identify, evaluate, control, and monitor risks and opportunities that may affect product quality, customer satisfaction, regulatory compliance, and business performance.
- Develop and maintain mutually beneficial relationships with suppliers, service providers, customers, and other interested parties to ensure reliable supply chains, consistent product quality, and continuous value creation.

Environment

- Managing and minimizing environmental impacts of our operations, products, and services.
- Implementing pollution prevention measures and promoting sustainable resource utilization.
- Complying with all applicable statutory and regulatory environmental obligations.
- Continuously enhancing our Environmental Management System (EMS) through monitoring, evaluation, and improvement.

Health & Safety

- Preventing workplace injuries and occupational illnesses through proactive risk management.
- Conducting periodic safety audits, inspections, and risk assessments to ensure continuous improvement.
- Educating and training employees to strengthen awareness, competence, and commitment to a safe, clean, and healthy work environment.
- Encouraging employee participation in health and safety initiatives and integrating OHS considerations into procurement, equipment, materials, and personnel selection.
- Applying advanced techniques and methods to enhance workplace safety and risk mitigation.

People & Culture

- Building a motivated, competent, and globally competitive workforce by providing continuous training, skill enhancement, and professional development opportunities.
- Promoting teamwork, accountability, and ethical responsibility across all levels of the organization.

N GOVINDARAJAN
CHIEF EXECUTIVE OFFICER