

Safety Reward and Consequence Management Policy

Cohance Lifesciences Limited is committed to upholding the highest standards of health, safety, and environmental performance across all operations as part of our Zero Harm vision. We promote a proactive safety culture where employees, contractors, and stakeholders actively identify hazards, prevent incidents, and continuously improve workplace safety. This Safety Reward and Consequence Management Policy ensures fair recognition of positive safety behaviour and transparent accountability for unsafe acts.

The policy applies to all employees, contractors, visitors, and third-party personnel across all manufacturing units, R&D centres, warehouses, offices, and project sites.

- ❖ This policy aims to encourage safe behaviour and discourage unsafe actions through a balanced reward and consequence system.
- ❖ All rewards and consequences will be applied fairly, transparently, and consistently.
- ❖ The company follows a “Just Culture” where human error, at-risk behaviour, and reckless behaviour are treated differently.
- ❖ Safe behaviour, hazard reporting, and participation in safety initiatives are positively reinforced.
- ❖ Unsafe behaviour leading to risk or incidents is addressed through corrective actions.
- ❖ Employees who consistently follow PPE requirements and safety procedures are eligible for recognition.
- ❖ Employees who report hazards, unsafe conditions, or near-misses proactively will be rewarded.
- ❖ Employees providing innovative safety improvement ideas will be appreciated.
- ❖ Spot awards may be given for timely reporting or preventing incidents.
- ❖ Safety Champion awards may be given monthly or quarterly.
- ❖ Teams achieving zero incidents may receive group recognition.
- ❖ Names of recognized employees may be displayed on safety boards or internal communication channels.
- ❖ Rewards may include certificates, appreciation notes, gifts, or recognition in meetings.
- ❖ Unsafe behaviour is categorised as: human error, at-risk behaviour, or reckless behaviour.
- ❖ Human error is treated with coaching, training, and no punitive action unless repeated.
- ❖ At-risk behaviour is addressed with counselling, retraining, and written warnings if repeated.
- ❖ Reckless behaviour, such as bypassing safety systems or violating critical procedures, may lead to strict disciplinary action.

Cohance Lifesciences Limited
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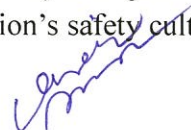
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- ❖ Consequences may include written warnings, suspension, role removal, or termination depending on severity.
- ❖ For first-time unsafe behaviour, employees may receive counselling and coaching.
- ❖ For repeated unsafe behaviour, written warnings and mandatory retraining will apply.
- ❖ Severe violations may lead to direct suspension or termination.
- ❖ Supervisors and EHS teams will review incidents and determine the type of behaviour involved.
- ❖ All decisions will be documented in the incident management system.
- ❖ Lessons learned will be shared with employees without naming individuals.
- ❖ Investigations will be done confidentially and professionally.
- ❖ Only authorised personnel will access investigation details.
- ❖ Employees may appeal disciplinary decisions to HR within 7 days.
- ❖ HR, EHS, and management will jointly review appeals and issue a final decision.
- ❖ The policy will be reviewed annually or after major incidents or regulatory changes.
- ❖ All employees must comply with this policy and support the organisation's safety culture.

Date: 26/02/2026
Revision No: 00



Vivek Sharma
(Executive Chairman)

