

## SHE POLICY

As a large pharmaceutical manufacturer in Africa, and major supplier of branded and generic pharmaceutical, healthcare, nutritional and personal care products to local and selected international markets, we at Shelys Pharmaceuticals are committed to managing Safety, Health and Environment (SHE) as an integral part of our business.

We shall carry out our intent by adhering to the following principles:

### RESOURCES

Shelys Pharmaceuticals acknowledges that SHE management is a fundamental responsibility of everyone in the organization, and strives to promote a SHE culture. Adequate resources and facilities shall be made available to identify and manage SHE risks, and support the development and implementation of world best practice systems based on the requirements of ISO 14001 and OHSAS18001.

### COMMITMENT

Shelys Pharmaceuticals is committed to:

- compliance with all applicable SHE legal and other requirements to which the company subscribes;
- the prevention of injury and ill health through the elimination or mitigation of health and safety risks;
- the prevention of pollution through the use of processes, practises, materials or products that will avoid, reduce or control environmental damage;

### CONTINUAL IMPROVEMENT.

Shelys Pharmaceuticals shall ensure the continual improvement of SHE management and performance, through reasonably practicable measures. Continual improvement shall be demonstrated by the annual establishment of measurable SHE objectives, regularly monitored to ensure achievement thereof.

### COMMUNICATION

Shelys Pharmaceuticals recognises that SHE awareness and compliance is imperative to the success of our operations, and shall therefore ensure that this policy statement is communicated to:

- All persons working for or on behalf of the organization and;
- Interested and affected persons on request of such persons.

The SHE Policy shall be reviewed annually to ensure alignment with the organization vision and values.

As Company Chief Executive, I the undersigned take full responsibility for the SHE performance of Shelys Pharmaceuticals and hereby assert adherence to this SHE Policy mandatory.



Dr. Sanjay Advani – Director & CEO

Version: 3

March 1, 2016  
DATE  
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