

Environmental, Social, and Governance Policy

Preamble

Orchid Pharma Limited (“Orchid” or “The Company”) Environmental, Social, and Governance (“ESG”) Policy (“The Policy”) describes the Company’s commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues and maintaining sound governance procedures.

Objective & Scope

The objective of this policy is to affirm Orchid’s commitment to achieving long-term sustainable outcomes through the products of the company, our supply chain, and in the communities in which we operate. The policy describes the overall intentions and direction of Orchid Pharma Limited related to environmental and social performance. It provides a framework for the setting of its ESG objectives and targets. It is further supported by our ethical principles of legality, integrity, and non-discrimination. This Policy applies to all of Orchid’s operating business activities. It sets out the sustainability commitments and intents for all employees, and contractors operating with and under Orchid Pharma Limited.

Definitions

1. “Company” means “Orchid Pharma Limited”
2. “Policy” means “Environment, Social, and Governance (ESG) Policy”
3. “Board” means “The Company Board of Directors”.

Policy Statement

Orchid is committed to achieving long-term sustainable outcomes through its products and services to the broad stakeholders, across Orchid’s supply chain and in the communities in which the Company operates.

The following principles guide the approach to the sustainability of Orchid Pharma Limited:

- Integrating ESG considerations into the products and services.
- Implement sustainable practices, where feasible, through innovation and the sharing of best practices across the product chain
- Act responsibly as a steward of the natural environment by addressing environmental impacts whilst also enhancing operational efficiency and values.
- Recognize the social impact and have consideration for the local communities in which the Company operates.

To ensure that the above principles are met, Orchid has established a simple sustainability management system approach, based on principles defined within the international standard

for environmental management – ISO 14001. In simple terms, Orchid Pharma Limited reviews performance to define material issues, develops improvement objectives, implements and tracks progress then reviews. This framework will assist in the development and continual improvement of sustainability performance to the benefit of all the stakeholders.

1. MANAGEMENT OF ORCHID ENVIRONMENTAL IMPACT

Orchid acknowledges that its operations have both a direct and indirect impact on the environment. The Company is committed to water management, protection of the environment, compliance with all relevant legal obligations, and integrating sustainability and climate risks into all processes and stages of the product life cycle.

Energy & Climate

Orchid understands and acknowledges the reality of human-induced climate change and is taking strong action to prevent environmental impacts. This involves using less energy-consumed lighting and fittings in the offices and will look for more renewable sources for energy consumption in the manufacturing plants.

Waste Management

Orchid recognizes its role in reducing the waste generated during the development of the product. Orchid will implement where possible, waste management infrastructure, work to reduce the volume of waste sent to landfill, and increase the proportion that is recycled or composted. The Company aspires to send zero waste to landfills.

Water Efficiency

Orchid will improve water efficiency by reducing wastage or reusing water where practical. The Company will track water use and where possible, in the future, report on performance.

2. ORCHID'S COMMITMENT TO EMPLOYEES AND A SUSTAINABLE SOCIETY

Sustainability is a core part of Orchid's business culture and a central pillar of the Company's business strategy. We will educate and enable our stakeholders on how we can work together to make a society sustainable.

Stakeholder Engagement

The Company promotes a meaningful engagement with Orchid's stakeholders on key issues, to help build an inclusive, sustainable society.

Health & Wellbeing

Orchid will work to identify and effectively manage safety, physical and mental health to protect all involved communities, employees, and contractors, and continually improve the Company processes. Orchid will strive to provide healthy and safe environmental conditions to support their well-being.

Diversity & Equal Opportunities

Orchid encourages a respectful, inclusive culture where different perspectives are heard and supported, and its employees feel comfortable expressing all aspects of their identity at work.

ESG Training & Awareness

Orchid will educate and enable its employees to adhere to and support the Company's Sustainability practices.

Employee Remuneration & Performance

Orchid employs a remuneration program that is competitive and fair. Performance objectives are set out within Orchid's employee performance and development review appraisal process and reviewed annually to consider the performance of all staff members.

3. ETHICS & GOVERNANCE

Orchid employs clear rules to encourage exemplary day-to-day behavior and to enable innovation while managing risk in a stringent regulatory environment. The Company addresses a number of issues and including others: Health and Safety, Fraud, Corruption, Environmental Protection, etc. In addition, Orchid will implement the following approaches to ensure sustainability factors are covered.

Processes

Orchid will maintain processes to identify and manage its governance, social and environmental risks while manufacturing as well as throughout the end of the life of the product.

Supply Chain

Orchid will implement processes to minimize ESG-related risks in its supply chain and strive for best practices in its procurement with the aim of making the product free of, or safe from, hazardous materials and identifying and addressing the risk of human rights abuses including modern slavery, child labor, and working conditions.

Transparency & Reporting

Orchid is committed to measuring and transparently disclosing progress against

commitments made within this policy.

Responsibility and Administration of the Policy

Orchid's Board has overall responsibility for this Policy. However, all Orchid's employees are responsible for ensuring they follow Orchid's ESG policies and procedures, and the senior management support in the implementation of the decision-making processes. This Policy is communicated to all employees and is maintained as publicly available on Orchid's website.