


Sul'ya PHARMACEUTICAL

Empowering **life**

HEALTH, SAFETY & ENVIRONMENT (HSE) MANUAL




Sul'ya PHARMACEUTICAL LIMITED

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- **Safety, Health & Environment Policy**

- ❖ *The company being a good corporate citizen assumes its business and ethical responsibility to create a safe & healthy workplace for its employees and a clean environment. We at SPL are committed to this corporate citizenship goal.*
 - ❖ *Keeping in line with the company's global vision, we shall aspire for continuous improvement in all our activities including Safety, Health & Environment (SHE).*
 - ❖ *We shall not merely remain in complain with all applicable laws & requisitions pertaining to SHE, but world strive to go beyond.*
 - ❖ *Being a bulk drug- manufacturing unit located in rural setting, we are committed to reducing waste & promoting recycling an reuse of all the inevitable waste streams specially the waste water.*
 - ❖ *In order to strengthen the concern and commitment of our employees towards continuous improvement in SHE aspects, their contribution in this area would be considered as significant factor in their annual performance appraisal.*
 - ❖ *We are committed to dovetailing SHE considerations in planning and executive new projects, products and processes and up gradation of existing products and processes.*
 - ❖ *We at SPL will be willing to share all the information and expertise relating to SHE including our SHE Policy, Objectives and targets with our employees, through training and proactively disseminate the same among all others through PR material.*
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- **Safety, Health & Environment objectives**

- Strike to reduce the probability of the accidents which have the potential to cause injury, disablement & lose of life & property.
- Take measure to minimize health impairment of people involved in carrying out the manufacturing activities at different manufacturing locations.
- To minimize degradation of the general environment in & around the location, by controlling probable situations which have the potential to adversely effect the environment.
- To minimize undue wastage of the material resources including water, RM & other solvents required for the manufacturing of the products as well as electrical energy which help in preventing environment pollution.
- To ensure compliance with all SHE related statutory laws, rules & regulations and be a good responsible corporate citizens.
- To educate the employees so that they can be aware of their own safety, health & well being as well as their responsibility towards the environment.
- To train, retrain & thereby motivate the employees so that they are able to identify & eliminate prevailing unsafe practices as well as we able to improve, upgrade & mention their workplace free of unsafe action & condition.

Environment Protection Starts with me

- **Basic Safety Rules:**

- All employees are expected to wear clean uniform and caps while on duty.
- Smoking is not allowed in the plant.
- Safety helmet, goggles and hand gloves are issued to all for staff these must be worn all the time. For handling hazardous chemicals you must use acid proof aprons and face shields.
- All material used in the factory are very expensive and hazardous make sure that there is spillage , wastage. Know the MSDS of each chemicals.
- For working at heights safety belts should be worn.
- Do not enter any vessel or equipment, without proper vessel entry permit.
- No welding or hot work without a fire permit.
- For doing any maintenance work , a work permission is necessary.
- Do not start any work without a work permit.
- For doing any excavation work, excursion permission is necessary.
- Do not block any safety shower, fire appliance or exhaust.

These are amending for emergency use:

- Job safety analysis to be followed.
- Work as per instruction only, know the instruction is to be followed in case of emergency.
- Keep PPE in clean and suitable condition.
- Report any abnormal condition, sound or vibration to your supervisor. Do not enter any other area without instructions or permission of the supervisor.

• **General Safety Rules:**

▪ **House keeping:**

- a) Work place and surrounding area shall be kept clean and free from obstructions.
- b) On job completion all tools, equipments and left over material shall be collected at designated storage place.
- c) Waste oily material and other intermediate material shall be removed and kept in covered metallic containers.
- d) Slipping substance such as grease or oil spilled on floor, shall be wiped and cleaned immediately.

▪ **Approval**

- a) Wearing apron, no person working on or near moving machinery shall be loose clothing.
- b) All persons engaged in oily or cleaning of machinery shall put on tight fitting clothes, shoes, boots must be properly lashed.
- c) The safety apparel to be worn shall be specified in the work permit by the department person.

▪ **Personnel Protective Equipment**

Personnel protective equipments like goggles, face shields, aprons, gloves, safety shoes, helmet, respiratory, gas mask etc. are issued for personnel protection for jobs where special hazard exhaust and there usage as specified in the clearance certificate is mandatory by the personnel while engaged on such work.

▪ **Stacking materials:**

- a) All materials shall be stacked tightly and upto safe height to prevent them from falling or causing some other piles to fall.
- b) No material shall be stacked in passages and emergency exit.

▪ **Eye Protection:**

Goggles or face shields must be used by all personnel engaged in operations involving hazards to eyes these operations shall be identified by the SHE manger along with respective department Head.

▪ **Safety Belt:**

All employees in alivated places which are not adequately protected by railing on suitable enclosure shall be safety helmet and safety belt with lifeline tide nicely to firm structure or other support independent of equipment on which they are working.

▪ **Defective tools:**

All defective tools like chisels with irregular heads, spanners with worn jaws, broken hammers shall be brought to the notice of the supervisor and discard it.

▪ **Guards:**

Machine guard and other safety devices shall not be removed except for making repairs lubricating or cleaning by authorized person. These must be replaced before starting machines.

▪ **Clearance Certificate:**

Incidents often occurs when maintenance work or project work is carried out in a half hazard way. Before taking any maintenance work each job should be analysed in details to find out what are possible hazards involved in the executing job and identifying methods to be adopted to prevent incidents.

Type of certificate used in the plant clearance system:

- 1) Work request and standard work certificate
- 2) Vessel entry permit
- 3) Hot work permit
- 4) Excavation permit
- 5) Stacking system
- 6) Temporary electrical connection permit
- 7) Work on height permit
- 8) Work on height voltage permit

- **Plant modification Authorization:**

Any modification to plant or equipment shall be carried out only after obtaining PMA.

- **Starting and repairing machinery:**

- a) No person shall attempt to operate or certain motion or equipment unauthorized.
- b) Oiling, cleaning and repairing of machinery shall be not normally carried without first stopping machinery completely.
- c) No person switch on electricity, turn on gas, steam or air or acid or certain motion and machinery without first making sure that no one in position to be injured.
- d) All expose moving parts of machinery such as pulleys, belts, couplings, chains, flywheels, rotating collars with projecting shield etc. shall be properly guarded.

- **Electricity:**

- a) No work shall be done in close proximity to electric supply line and operations without the approval of components authority.
- b) The use of defective plugs, sockets and flexible cable shall be avoided.
- c) No one except a person duly authorized by electrical section shall operate any switch gear or other electric equipment except for routine starting and stopping motors and switching on or switching off lights, fans etc.

- **Ladders and Scaffolds**

- a) Ladders with broken and missing rings or split side rails or otherwise defective shall not be used.
- b) No metallic ladders shall be used for electrical work or any work to be executed in close proximity to the electric supply lines or apparatus unless it has rubber shoes.
- c) The use of defective scaffolds shall be strictly avoided. All scaffolds shall be inspected by the person in charge of the work before commencement of work.

▪ **Handling and storage of Gas cylinders**

Cylinders of compressed gas either flammable or otherwise can be lethal if they are mishandled or misused. Care must be taken in all aspects of their use, particular attention must be paid to the care of valves and regulators. These are perhaps a cylinder's most vulnerable parts. If, during careless handling, damage occurs to the valve or regulator, an innocuous cylinder can turn into a deadly missile. The vast store of energy contained in a gas cylinder can culminate into a powerful jet propulsion unit if there is nothing to control its release.

Flammable gases and oxygen cause particular problems especially if leakage occurs and instant recognition of cylinders is vital for the correct course of action to be followed.

The following precautions are mandatory:

- a) The oxygen and acetylene cylinders shall not be stored together except during use.
- b) Gas cylinders shall be stored upright.
- c) Full and empty cylinders shall be kept apart to prevent confusion and mistake.
- d) No valve or fitting on a gas cylinder shall be lubricated. The cylinders and fittings shall be kept away from oil and grease during storage and handling.
- e) The LPG cylinders shall be stored under cover, away from the direct rays of the sun and the store room shall be properly ventilated.
- f) Filled gas cylinders shall not be rolled on the ground. These shall be moved on cylinder carts or trolleys.

▪ **Welding and Gas cutting**

Welding and gas cutting operations, soldering shall be prohibited in proximity to materials and plant where inflammable liquids, gases etc. are likely to be present or given off, except with special precautions after obtaining Hot work permit.

No naked flame shall be introduced excepting in Canteen, Laboratory Bunsen flame and welding operations in the premises of Engineering Work shop.

OUR AIM - ZERO ACCIDENTS

▪ Vehicles

- a) All vehicles shall comply with traffic regulations within the factory and they shall not exceed the speed limit of 20 Kmph.
- b) Riding on hand trolleys, battery trucks is strictly prohibited.
- c) Riding on a running vehicle or any part of the vehicle except on a proper seat is strictly prohibited.
- d) Sitting on the side laps or standing in a truck while in motion is strictly prohibited.

▪ Smoking

Smoking is strictly prohibited in the factory premises and any location shall be a punishable offence. All the personnel shall deposit the match boxes and lighters at the gate with security in case of visitors. It is the person/section visited, who shall ensure that the visitor does not err. Adm. Bldg, staff canteen & main gate office are exempted places for smoking.

▪ First-aid boxes

First-aid boxes shall be provided in suitable places in every department.

▪ Health

Any contagious or communicable disease suffered by the employee shall be intimated to the management by the individual. Food, water and beverages shall be taken at designated places only.

▪ Reporting of accidents

Whenever an injured person is required to be sent to the hospital for treatment, the executive on duty should prepare three copies of Accident form & send as per the procedure. In case of serious accident information should be sent at once to location head or his designee.



INVESTIGATION OF ACCIDENTS:

The essential requirements of successful accidents prevention practice are:

- a) Every accidents is investigated expeditiously and causes are analyzed critically.
- b) Remedy for avoiding recurrence is recommended and applied.

▪ Unusual Occurrences:

These are learning incidents which have the potential of accidents / mishaps/ spillages. These shall be reported, investigated and remedial actions thereof shall be expeditiously implemented to prevent recurrence.

▪ Horse play

Horse play of any kind is prohibited inside the factory. Do not distract the attention of others at work.

▪ Emergency

An Emergency shall be declared if an untoward incident (Fire, Major solvent/inflammable material spill or Major injury Accidents) occurs and requires the mobilization of all possible resources to tackle it. Regular drills shall be conducted to familiarize every-body on their roles in the event of such emergency. Participation in these drills is mandatory as per procedure.

**FOLLOW SAFETY EVER
ACCIDENT WILL BE NEVER**

EMERGENCY INSTRUCTIONS:

In the case of an emergency like fire, gas leak etc.

1. Switch on the nearest Fire Alarm
2. Contain the emergency appropriately.\
3. All officers, supervisors and other members of core group to rush to the site of emergency.
4. Affected area supervisors/ shift-in-charge to guide core group members in mitigating the emergency.

5. If required on the instructions of shift-in-charge shut down operations in an orderly manner.
6. In the event of a fire follow the following general rules:
 - a) Do not Panic
 - b) Cut off electrical supply to the affected area
 - c) Remove any flammable materials from the area
 - d) Extinguish the fire using appropriate extinguishing equipments
 - e) Cool the surrounding equipment with water spray
 - f) No undue crowding around the area of fire.

IMPORTANT TELEPHONE NUMBERS:

Vice President	:
Sr. General Manager	:
Security Officer	:
Asst. Manager- HR	:
Sr. Manager (Module-I)	:
Asst. Manager (Module-II)	:
Sr. Officer – SHE	:
Power Station	:
Fire station	:
Hospital	:

ACTION TO BE TAKEN IN THE EVENT OF MAJOR LEAKAGE/SPILLAGE OF CHEMICALS:

1. Using appropriate PPE, try to stop the source of leakage/spillage, taking appropriate measures as mentioned in the MSDS of the chemical.
2. Collect the spilled material (in case of Liquid) in suitable containers.
3. If the spillage is on floor, make a barricade with sand to prevent further spread.
4. If the liquid can not be collected it should be soaked with sand/waste. The sand/waste soaked with material shall be sent for incineration later on.
5. Flushing with water may also be carried out to clean the area.
6. If the liquid or its flushing have entered the storm water drain or any other drain, inform the Effluent Treatment Department Personnel.
7. Close the blockade valve provided in the storm water drain to prevent the spillage /flushing's from going outside the company premises.

8. Point Nos. 1 to 6 will apply for leakages/spills of Furnace oil, Transformer oil, leakage from any tanker, vessel, container, storage tank etc. within the premises of the company.
9. Collection of spilled material as mentioned in point 2 should be carried out in the dedicated collection arrangement where provided.
10. In case of spillage of solid material, the material will be collected in container. If the material can not be re-used it shall be sent for incineration or suitable disposal after consulting the SHE department personnel.

Notice: In case of the fighting operation/fire drill, the water discharges should invariably be collected in the storm water drain. This can be carried by closing the blockade valves provided in the storm water drains. The water so collected should be checked for its characteristics and accordingly sent to solar pond or ETP.

Find out type of Fire.

Isolate electric supply.

Rescure any trapped persons.

Extinguish the fire.

▪ **DUTIES OF SITE MANAGER (SHIFT INCHARGE):**

On hearing the departmental Fire Hooter/ Main Fire Siren, he will rush to the site of emergency. He will immediately take over the charge of the site from the area supervisor and instruct him to carry out other duties. Important activities to be carried out by the Shift-in-charge/Site manager are as follows:

1. MOBILISE all resources available including man equipment, information etc. to curb the situation and prevent it from further aggravating.
2. Mobilise the Core Group & other persons at the site to carry out various tasks.
3. Arrange for rescue of injured /affected/trapped persons.
4. Arrange for hospitalization/medical aid to the affected/injured persons.
5. Control the spread of fire/further enhancement of situation
 - By stopping power to the area
 - By preventing air flow

- By cooling the area, around the site by spraying water
 - By removing the material around the fire site.
6. Call for more supply of fire fighting equipments.
 7. Attack the fire/mishap from all sides and prevent damage due to the fire fighting operation to the equipment, material and personnel.
 8. Prevent unauthorized crowding of persons.
 9. Ensure control of other operations including isolation from the affected area.
 10. Maintain contact with the MAIN GATE CONTROL ROOM through at least two persons, stationed one at the phone and one as messenger.
 11. Instruct control room for informing Main site manager, Alternate Main site manager, Fire Brigade, Hospital etc. as per requirement.
 12. Maintain contact with Main site manager, Alternate Main site manager. Keep him informed of the situation and ensure necessary action as per his consent.
 13. Arrange for Head count of all employees of the area and ascertain through the supervisor/in charge of area that all people, equipment, material etc. has been saved / prevented from further damage.
 14. When the emergency is over, authorize the sounding of all clear sirens.
Note: Site controller should make use of Megaphone for giving instructions.

▪ **Duties of Core Group members:**

On hearing the siren rushes to the site of the emergency and understand the situation. Do not get panicky. Make yourself noticeable and available to the site controller or the Alternate site controller. Carry out instructions as per the site controller/Alternate site controller. Core group members may be required to carry out any of the following duties:

- ✓ Rescue of injured person.
- ✓ Deporting of injured/affected person to the ambulance/ First aid room/ Hospital
- ✓ Preventing spread of fire by cooling with the help of water spray
- ✓ Bring firefighting materials sand buckets, Fire Extinguishers, Foam Trolleys etc. to the site
- ✓ The core group members of the affected area will specifically collect all fire fighting equipments available in the department where emergency has taken place.
- ✓ Removing away combustible/ flammable materials/ containers from the site.
- ✓ ISOLATING of vulnerable equipments, material, containers etc.
- ✓ Help in maintaining communication with (main gate) control room.
- ✓ Extinguish the fire from all sides
- ✓ After the emergency is over and all clear siren is sounded the core group members will return back to their jobs.

▪ **Fire Protection:**

Fire remains a threat to the plant and property, particularly as we use a number of flammable chemicals. All big fires are initially small and are best prevented if detected & extinguished in the incipient stage. Hence each one of us should be alert about fire and know how to extinguish it.

A fire takes place if a flammable material gets heated upto its ignition point in the presence of air. The fire further propagates due to the chain reaction taking place between the molecules of the fuel & oxygen. The energy released as a result of the chemical reaction is in the form of heat, light & flames.

Thus a fire will start if all the three elements Heat, Fuel & Oxygen come together in right proportions. This is also known as fire triangle. A fire will continue to burn if the chain reaction is also present. This is known as tetrahedron of fire.

Fire can be prevented if the three sides of fire triangle are never allowed to meet together.

Fire extinguishment is based on the following four methods:

- | | | |
|--------------------------------|---|---|
| 1. Cooling | - | Removal of Heat |
| 2. Straving | - | Removal of Fuel |
| 3. Blanketing/smothering | - | Cutting of oxygen supply |
| 4. Breaking the chain reaction | - | Introduction of chemicals which interfere & break the chain reaction. |

Fires are classified into five categories:

- | | |
|---------|---|
| Class A | - Solid fires (Wood , paper, cloth etc.) |
| Class B | -Liquid fires (Petrol, methanol, IPA etc.) |
| Class C | - Gas fires (Hydrogen, LPG, Acetylene etc.) |
| Class D | - Metal fires (Na, K, Aluminium, Zinc etc.) |
| Class E | - Electrical fires (Panel, Motors, Cables etc.) |

Various fire extinguishing agents are:

1. Water
2. Foam
3. Carbon-dioxide
4. Sand
5. Dry chemical powder
6. Vaporizing Liquids (Halon)

▪ **Water :**

We can use water to extinguish fires of class A and fires of those solvents which are heavier than water. Water extinguishes a fire by cooling. Water spray gives better cooling, Water jet is used to extinguish fire from a distance.

- **Foam :**
It is used to extinguish fires of class B i.e. Fires in solvents/ chemicals which are lighter than water. Foam being lighter, floats on solvent surface and extinguishes fire by cooling and smothering. Foams are of two kinds chemical foam & mechanical foam. Chemical foam is produced by the reaction of two chemical solutions. Mechanical foam is produced by mechanical impact on a solution of foam compound in water.
- **DCP :**
Dry chemical powder extinguishes fires of class C (Gas fires). It can also be used to extinguish Class B fires or Class E fires.
- **Sand :**
Sand helps in extinguishing fires of class A,D & E. It extinguishes by blanketing/ smothering action.
- **CO₂ :**
It is used to extinguish fires of class E, electrical fires. It may also be used to extinguish class B fires in containers.
- **Vaporizing liquids :**
They extinguish fire by the breaking of chain reaction. It is successfully used to extinguish fires of class B,C, D, & E.

At Surya Pharma Ltd. We have portable first aid fire extinguishing equipments and a fixed fire fighting system.

Fire extinguishers & Hosereels are used as first aid equipments to extinguish fire when it is small in size.

Fire extinguishers available at Ranbaxy Toansa are
Foam type: Used to spray foam.

Chemical foam 9 liters, 45 liters & 153 liters capacity. Mechanical foam-9 liters capacity

DCP type : used to spray DCP.
Available in 2 kgs, 5kgs, 10kgs & 22.5 kgs capacity.

CO₂ type : used to eject CO₂
with wheel – 6.8 kgs , 9.0 kgs capacity
without wheels: 2kgs, 3 kgs, 4.5kgs capacity.

Halon type : It is used to spray vaporising liquids available in 1 kg, 500 gms capacity.
To cope up with large fires we have a fixed fire fighting system which comprises of the following.

1. Water storage tanks
Overhead tank -130 m³ capacity
Old fire water tank -650 m³ capacity
New fire water tank – 650 m³ capacity
2. Water supply pumps:
For hose reel we have an electric driven pump (cap 12 M³/hr). For Hydrants we have an electric driven pump (cap 171 m³/hr) & a Diesel driven pump (cap 270m³/hr) and also a jocket pump (76m³/hr cap) . All the fire water pumps have a discharge pressure of 7.0 kg/cm².
3. The hydrant pipe network spread all over the plant.
Normally the entire fire water pipelines have a pressure of 3.0kg/cm² , the piping network being also connected with the overhead water tank, when the pump is started we get a pressure of 7.0 kg/cm².

Water outlets at all Strategic points.

Yard Hydrant are at ground level and Risers are on storeyed buildings. Besides we also have fixed water monitors and mobile water monitors.

5. Hoses and nozzles
These are stored in Hydrant boxes near each Hydrant outlet.
6. Special nozzles.
Triple purpose nozzles & fog nozzles are provided at strategic places to help in making water spray.
7. Foam Arrangement.
Arrangement is provided to make foam with the help of water from Hydrant outlets and foam compound stored in jetty canes. Foam compounds are of two kinds. Protein foam and Aqueous film forming foam (AFFF). Branch pipes like FB5X and FB10X for making foam from foam compound are stored in foam trolleys located in each module.
8. Fire trolley & foam compound
Fire trolley is equipped with all necessary supplies for replenishment required in the attempt to extinguish large fires. Stock of foam compound in drums is also available.

▪ Personal Protective Equipment

Personal protective equipments protect the human beings from exposure against various kinds of hazards. PPE themselves do not eliminate accidents or the hazard, but protect against the effects there of.

The best of engineering provisions at one time or other can fail, hence the use of PPE is a must.

PPE are available for protection of various parts of body against each type of hazard. PPE should be usable, reliable, economical and maintainable in clean and hygienic condition. It should be borne in mind that PPE add to the cost of production. If these are not used appropriately, it would affect the availability of PPE, PPE protect the skin against the action of chemicals at the surface & the respiratory system. This helps in obviating physical injury and health impairment.

PPE are mainly of two types:

- **Respiratory and Non-respiratory**

1. Respiratory PPE : These prevent the entry of air borne contaminants into our body through inhalation causing physical injury & systemic effects.

Respiratory PPE are of two types:

1. Filter type
2. Supplied air type

Filter type respirators are mainly

1. Mechanical filter
2. Chemical filter

Dust mask is mechanical filter.

Cartridge, canister, jumbo Canister etc are chemical filters, They adsorb the gases, vapours etc. before allowing the air to be inhaled. The chemical filters are colour coded for the type of air contaminants for which the filter can be used.

Acidic contamination – white

Alkaline contamination – green

Organic solvents/ vapours – black

Combined contaminant – brown

Filter type respirators are never advised for use in the following cases.

1. Where contamination of dust/ gases etc. in the air is more than 2% (20000 ppm).
2. Where the air contaminants are extremely toxic in nature.

Supplied air type respirators:

These include a source of breathable quality air supply connected to a mask or respirator. Various combinations of such respirators are available e.g.

Fixed air line respirator with half/ full mask, portable airline respirators, airline with hoods, self contained cylinder with mask etc. Proper training in the use of these PPE is a must.

2. Non Respiratory PPE : Helmet, Goggles, Face shield, PVC coat, pant & hood, ear plugs, ear muffs, Aprons, Safety belts, Safety shoes etc. These protect against physical injury to the external parts of the body as well as absorption into the skin causing systemic effects.

- **ENVIRONMENT – POLLUTION**

The surrounding in which we live is called environment. It is basically constituted of the air we breathe, the water we drink and the soil from which we get our food. The heat and rays of the sun also have a bearing on the environment.

Due to various human activities and over population our environment is being adversely affected. This is called Pollution. It is a serious threat to the very existence of human life on the earth.

In order to tackle pollution, each one of us should know how actually pollution takes place and what can be done to prevent it.

- **Air pollution:**

Emissions from industries, automobiles etc, Pollutes the air. We get sick if we breathe polluted air.

- **Water Pollution:**

Effluents and discharges from industries, domestic sewage etc. mixes with the natural & ground water causing water pollution. If we drink water without proper treatment we would fall sick.

- **Soil Pollution:**

Waste form industries, human consumption etc. contain material like plastic, metals, glass, chemicals etc. When the waste is disposed ruthlessly it damages the soil. This causes loss of vegetation. The food products growing on such soil would harm our health if we eat them.

- **Global Warming:**

Due to increase in carbon -di-oxide content of air the temp. of the atmosphere is increasing gradually. This causes discomfort to the living beings. The polar snow caps would melt due to the rise in temp. As the result there is a fear of land masses getting submerged when the level of water in the oceans rises.

- **Ozone Depletion:**

There is a protective layer of ozone at the uppermost portion of our atmosphere. This protects the entry of harmful ultraviolet rays from coming to the earth. Due to increase of chlorinated hydrocarbon gases in the atmosphere, this ozone layer is getting damaged. Ultraviolet rays kill living beings. This is a serious threat to the life on earth.

Various forms of pollution listed above if not checked will increase human sufferings and our future generation will have a miserable life. We can help in preventing further pollution by contributing in the following ways.

1. Avoid wastage of water, energy, chemicals & usables.
2. Grow more and more trees, plants etc.
3. Avoid overconsumption of materials.
4. Use everything to the maximum extent possible.
5. Use only environment friendly goods & materials.
6. Follow all pollution control rules and regulations in a systematic manner.
7. Air emissions, water discharges & solid wastes should be minimized as far as possible. Before throwing away, these should be treated and made innocuous.
8. As far as possible recycle & reuse water, waste & natural resources.
9. Share environmental awareness & manage for pollution prevention with all and one, as far as possible.

MISSION & VISION

MISSION

“To become a research based International Pharmaceutical Company”

VISION

Achieve Significant Business in Proprietary Prescription Products by 2012 with a strong presence in Regulated Market.

VALUES

**Customer Success
Integrity
Excellence
Accountability
Innovation & Learning
Environment & Safety
Profits for a Purpose
Team Spirit**

