Employee Health and Safety[51]

Driven by the target of achieving 'zero harm', our Employee Health and Safety management system is built on the strong pillars of the Sun Pharma EHS Policy, global EHS standards, and the EHS guidelines. Our EHS guidelines and standards lay down the fundamentals of safety principles, ensuring the implementation of best safety practices in line with the relevant international standards, such as ISO 45001:2018, and the local regulatory requirements. Our robust EHS governance mechanism ensures diligent implementation of the EHS principles across the line of manufacturing through periodic monitoring and review by the EHS leadership personnel, varying from Area Manager to the Global Operations Head. To further create a strong interlinkage among the cross-functional implementation of the safety procedures, we adopt a combined approach towards environmental stewardship and process safety, as highlighted by our EHS management system. For further details on our EHS management system, please refer to the environment section 'committing to environment conservation' of this Sustainability Report.

Our multi-pronged approach towards EHS is built around the key focus areas of our Global EHS management system.

Audit

18 sites globally are ISO 45001:2018 certified

- Self-audit level 1
- Corporate audit level 2
- Third-party audit level 3

Governance

Our EHS governance is strengthened by the EHS Policy, EHS management system, and the global EHS standards

- EHS KPIs
- EHS CAPA tracker
- EHS culture meter

EHS Standard Implementation

Our global EHS standards are built around the ISO standards framework

- EHS management
- Process safety
- Occupational safety
- Environment
- Occupational health and hygiene

Culture Building

Our EHS culture building is catalysed by a top-to-bottom EHS engagement mechanism through various channels

- Visible felt leadership
- Engagement of employees
- Line accountability in EHS
- Competence and capability

[51]GRI 103-1, GRI 103-2, GRI 103-3, GRI 403-1

Hazard Identification, Risk Assessment, and Incident Investigation[52]

An integral aspect of a health and safety management system is the assessment of risks and hazards pertaining to the line of our manufacturing operations. In our effort to become a zero-harm enterprise, we undertake periodic risk assessment exercises for evaluating present safety practices, and subsequently, implement mitigation action plans. Our risk assessment methodology and safety practices are based on guiding principles of our Process Safety Management. Built on the foundation of 14 elements, the Process Safety Management system adds cohesiveness to our health and safety approach from the aspects of risk assessment and working conditions.

Risk Analysis

- We implement various tools of risk analysis such as:
- EHS checklists
- Hazard and Operability Analysis (HAZOP)
- Hazard Identification and Risk Assessment (HIRA)
- Qualitative Risk Analysis (QRA)
- Job Safety Analysis (JSA)
- The risk assessment procedure enables the identification of root causes and subsequent implementation of mitigation action plans.

Risk Evaluation for Materials Used across Manufacturing Operations

As part of the hazard analysis process, we evaluate EHS information for all the materials used in manufacturing operations. This prevents the hazardous impact created by the inadvertent mixing of different materials. Further, the analysis enables the implementation of corrective measures for the identified hazards, ensuring a safe workplace environment.

Key Focus Areas of Process Safety Management

Change Management System

We evaluate and address the change in process and facility through our Change Management System.

Work-Related Hazard Identification

Our site-specific EHS governing team identifies the unsafe conditions at work and monitors work-related hazards.

On-site Emergency Preparedness[53]

As part of our on-site emergency preparedness plan, we have developed stringent procedures for fire safety and emergency management. We implement a robust fire management system for the detection and prevention of fire-related incidents. Further, we ensure the proper functioning of our fire-controlling equipment, such as the fire hydrant system, fire extinguishers, foam flooding system, sprinklers, and smoke detectors. In addition to training on fire safety through drills, we ensure the availability of fire protection equipment across our manufacturing locations.

Disaster Management

With the criticality associated with the availability and management of pharma products, we implement a comprehensive disaster management plan in line with the possibilities of any unforeseen exigency at our manufacturing locations. Our formal on-site emergency plan (OSEP) identifies the emergencies and establishes the chain of procedures, including evacuation routes. Further, in line with our business continuity plan, we review and evaluate the possibilities of risks associated with unforeseen disasters affecting our entire supply chain.

[52]GRI 403-2, GRI 403-3, GRI 403-7

[53]GRI 103-1, GRI 103-2, GRI 103-3

Employee Health and Safety (continued)

14 Elements of Process Safety Management		
Health and Safety Management	**Control of Work**	**Advanced Risk Assessment**
Management of change	Hot work permit	Process safety information
Incident investigation	Emergency preparedness and response	Process hazard analysis
Contractors	Mechanical integrity	Operating procedures and safety practices
Compliance audits	Pre-startup safety review	
Employee involvement	Training management	
Trade secrets		

Employee Health[54]

In line with the volatility associated with the use of chemicals in our manufacturing operations, we establish a well-defined SOP, preventing the risk of exposure to our workforce. In addition to the availability of occupational health centres for primary healthcare services at all our manufacturing sites, we provide health advisory services to the workforce through our health programmes curated specifically to align with the nature of job. We ensure the provision of periodic health check-ups for the employees for the identification of any underlying health problems and educate them on improving their lifestyle through our non-promotional health services, such as webinars, external check-ups, mental health awareness sessions, and mediation programmes, among others.

Key Tenets of Our Safety Management System[55]

We employ a robust safety management system, developed in line with ISO 45001:2018 standards. Our all-inclusive approach towards employee safety includes key integral factors, such as employee engagement, periodic review through internal and external audits, employee training, and leadership oversight.

Forums and Meetings	Leadership Engagement	Training	Incident Reporting and Knowledge Sharing	Audits and Inspections
We actively consult employees to step up our safety initiatives through periodic Safety Committee meetings. Our EHS improvement plans are chalked out in collaboration with our employees, ensuring their active involvement in strengthening safety management. Our internal EHS experts have periodic conversations with shop-floor personnel through informal meetings apart from the meetings conducted by the EHS department. We have formalised Safety Committees across our facilities with equal representation from workers and management.	We implement formal meetings on formulating and improvement of our existing EHS plans. The EHS meeting forums enable the provision of a dialogue platform between the employees and senior leadership, encouraging their participation and involvement in health and safety practices.	Our EHS training programmes are organised through both in-house and external platforms. The personnel, specialising on health and safety aspects in line with the ISO 14001 and 45001 requirements, deliver training modules to employees, enabling EHS upskilling of the workforce.	Our customised IT Global EHS portal enables the employees to report and investigate incidents. In addition to the identification of the root cause of the incident, the EHS portal enables the employees to share knowledge on remediation steps for prevention of recurrence in future.	We employ periodic internal and external audits for the inspection of various EHS parameters in compliance with the ISO 45001:2018 standards. The internal audits are undertaken by the site EHS heads, while the external audits are conducted by trained internal auditors.

[54]GRI 403-6

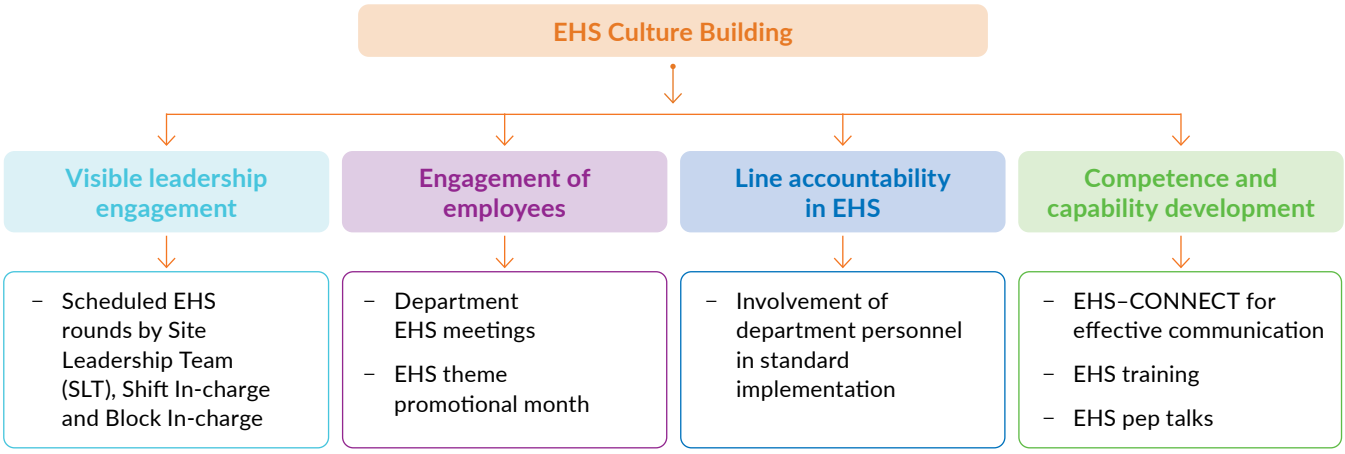
[55]GRI 403-5

Driving Safety Culture within the Workforce[56]

At Sun Pharma, our target of attaining 'zero harm' by providing a safe working environment is driven by the integration of EHS culture among the workforce. We adopt a multi-pronged approach towards sensitising safety practices among the workforce through formal and informal channels of communication. The interactive EHS competitions, safety drills, quiz contests, and the celebration of national safety week and the rewards programme further catalyse the EHS culture among the workforce.

EHS Culture Meter

In our endeavour to integrate EHS culture among the workforce, we have introduced an evaluation tool 'EHS Culture Meter' to gauge the level of understanding of the EHS parameters covered by our employee training modules. The EHS culture meter encompasses the aspects of EHS training imparted to employees across all grades and functions in terms of their ability to engage, comply with, and integrate the factors within the existing safety management system. The evaluation process enables the EHS governance system to underscore the lagging areas and prioritise the safety trainings for strengthened implementation of the principles in addition to motivating the employees for augmenting their EHS performance.



Employees Covered by an OHS Management System[57]

Number of employees whose work/workplace is controlled by the organisation	Number of employees covered by the OHS system	Number of employees covered by the OHS system and internally audited	Number of employees covered by the OHS system, audited or certified by an external party	Number of workers excluded
22,651	6,400	**6,400**	**6,400**	**0**

Safety Metrics for Work-Related Injuries in FY22[58]

In FY22, there was a fatality incident reported due to a fire incident in one of the solvent storage tanks at our Ahmednagar manufacturing facility. We undertook a comprehensive root cause assessment for identifying the reasons for the incident. Post the assessment, corrective actions were implemented in line with the standard recommendations. Further, the CAPA undertaken for the incident involved barricading of the entry point to the storage tanks and earthing of the entire storage tank farm area for prevention of any recurrences in the future.

Description	Permanent employees	Temporary employees
Fatalities (as a result of work-related injury)	1	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	34	18
Manhours worked	40,454,922	25,235,028
Rate of fatalities*	0.005	0
Rate of high-consequence work-related injuries (excluding fatalities)*	0	0
Rate of recordable work-related injuries*	**0.168**	**0.143**

* Rates have been calculated as per 200,000 man-hours worked.

Safety Metrics for Work-Related Ill Health in FY22[59]

Description	Permanent employees	Temporary employees
Fatalities	**0**	**0**
Recordable cases	**1**	**0**

[56]GRI 403-4, GRI 403-7

[57]GRI 403-8

[58]GRI 403-9

[59]GRI 403-10