

## Our ESG Strategy

# Sustainable Strategy for Sustainable Future

At Sun Pharma, our ESG strategy is deeply aligned with our core values, which serve as the foundation of our culture and guide every action and decision we make. Rooted in principles such as quality, reliability, trust, consistency, and innovation, our strategy reflects our commitment to upholding the highest ethical standards while driving meaningful advancements that positively impact society and the environment.

We integrate environmental, social, and governance considerations into our business approach, focusing on reducing our environmental footprint through initiatives like renewable energy adoption, water conservation, and sustainable waste management. Simultaneously, we prioritise the well-being and development of our workforce, uphold human rights, ensure product quality and safety, and foster strong corporate governance based on transparency and accountability. Our ESG ambitions are further strengthened by alignment with relevant United Nations Sustainable Development Goals, reinforcing our dedication to creating lasting value for our stakeholders and contributing to a sustainable future.

## Our Values

### Quality

We prioritise delivering high-quality medicines and healthcare solutions that meet the needs of patients and healthcare providers globally.

### Reliability

We strive to be a trusted partner by consistently delivering on our commitments and maintaining a reliable supply of medicines.

### Trust

We value the trust placed in us by our stakeholders and work diligently to uphold it through transparency, accountability, and responsible business practices.

### Consistency

We maintain consistency in our operations, ensuring that our actions align with our stated goals and commitments.

### Innovation

We foster a culture of innovation to drive advancements in addressing unmet medical needs and improving health outcomes.

## Environment

### Focus Areas

#### Environmental Management

We are committed to minimise our environmental footprint through reducing energy consumption, increasing water efficiency, and ensuring effective waste and emissions management.

### Sustainability Enablers

- Increasing the use of renewable energy
- Implementing energy efficiency initiatives to optimise our energy consumption
- Reducing groundwater dependency
- Implementing the reduce, reuse, recycle, and recharge the 4R-based water conservation practices.
- Adopting digitalisation and eco-efficient processes
- Diverting hazardous waste to co-processing.

### ESG Targets

#### Carbon Emission Reduction

Aiming for a 35% reduction in Scope 1 and 2 absolute carbon emissions by 2030.

#### Responsible Water Management

Targeting a 10% reduction in water consumption by 2025

#### Sustainable Waste Management

Aiming to co-process 30% of hazardous waste by 2025

#### Promoting Responsible Resource Consumption

Focusing on enhancing eco-friendly practices across our business



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## Social

### Focus Areas

#### Employee Well-being

We prioritise the well-being and growth of our employees by offering dedicated learning and development initiatives, maintaining robust health and safety management systems, and adopting policies that promote work-life balance.

#### Societal Development

We contribute to the empowerment of our communities through CSR programmes, with a focus on health, education, water & sanitation, environmental conservation and rural development

### Sustainability Enablers

- We focus on workforce development through tailored learning programmes for skill enhancement.
- We ensure workforce well-being through robust health and safety systems and by upholding human rights along with all applicable regulations.
- Our Supplier Code of Conduct encourages our suppliers to comply with our values and policies.

### ESG Targets

#### Promoting Gender Diversity

Target 30% women representation in the workforce by 2040

#### Empowering Global Employees

Implementing focused training and learning programmes for employees

#### Upholding Health and Safety Standards

Leveraging industry-best practices to ensure the highest level of safety for all our employees

#### Ensuring Human Rights Compliance

Commitment to zero tolerance for non-compliance

#### Enhancing Access to Healthcare

Focus on developing innovative products to address unmet patient needs practices to ensure the highest level of safety for all our employees.



## Governance

### Focus Areas

#### Corporate Governance

We promote robust corporate governance practices that align with global standards, ensuring transparency, accountability and integrity across our operations.

#### Innovation and Technology

We leverage innovative approaches and technology to advance research & development, manufacturing, and patient care.

#### Product Quality and Safety

We prioritise responsible product stewardship by ensuring the safety, efficacy, and quality of the products throughout their lifecycle, from research and development to post-marketing surveillance.

### Sustainability Enablers

- Our Board comprises six core committees, including those focusing on sustainability and business responsibility
- Our Global Code of Conduct mandates ethical practices across our operations and value chain
- We adhere to the board diversity policy and periodically assess Board performance to promote accountability and transparency
- We deploy a robust Quality Management System (QMS) to ensure product quality and patient safety

### ESG Targets

#### Committed to Regulatory and ESG Compliance

Upholding stringent standards

#### Integrating ESG Parameters

Promoting sustainability across our operations and our value chain

