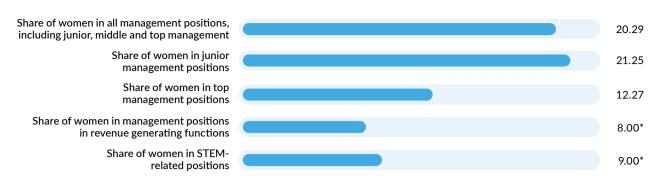
Workforce Resilience and Well-being (continued)

Gender diversity across management level and functions for FY23 (%)



^{*} Data for our Indian operations, which account for more than 80% of our workforce

Diversity, Equity, and Inclusion (DEI) Approach | Sun Pharma

■ Foundation practices





Focused Hiring

Tapping right opportunities for on boarding more women and handholding the team or recruiters and hiring managers with right capabilities



Work on Basis

Ensuring right essential infrastructure facilities, safety & relevant progressive policies for different group of employees



Building Inclusive Culture

To make right efforts towards creating a fabric for inclusive work environment where all key stakeholders are aligned and invested



Recognition and Celebration

Recognising behaviour that promote diversity and celebrating milestone achievements



Employer Branding

Communicating DEI intent and set a tone for organisations DEI strategy internally and externally for creating momentum & attracting diverse talent

Network of Ally and Sponsors

Building a team supporters who are committed to partner in DEI journey through playing a role of a Sponsor, an Ally or a Mentor

Elevate Competence and Career

Working with diverse groups closely for their developments and focused career progression for creating a stronger diverse talent pipeline



DEI initiatives of FY23

- Articulation and communication of DEI policy
- Focused hiring through campus connect, all women walk-ins and lateral hiring for critical roles
- Gender and inclusive Intelligence workshops for leaders
- Sessions for all people managers on mitigating unconscious bias
- Focused development programmes for women employees
- Concentrated efforts of employer branding through social media to attract more women talent

Talent Acquisition

We are committed to fostering a healthy, inclusive, and excellence-driven culture that enables our employees and aspiring talent to do meaningful work with us. We are an equal-opportunity employer focusing on a candidate's competency and compatibility with the organisation's core corporate values and purpose. 70 We ensure this alignment to attract the right talent during the hiring process. Our recruitment strategy supports diversity in hiring, and we monitor the results to identify the scope of improvement.