

Ensuring Employee Well-being, Health, and Safety

Through a range of focused programmes and initiatives, we have created a supportive work environment that goes beyond traditional benefits and addresses the holistic health and well-being of the workforce.

Addressing Mental Health

We conduct regular sessions on mental health, equipping employees with valuable tools to tackle stress and other challenges. By openly discussing and addressing these issues, Sun Pharma fosters a culture of support and resilience.

Mann Talks (message from heart) is a free and confidential counselling helpline available to all employees. This resource serves as a safe and personal space for employees to express their concerns, seek guidance, and receive professional assistance. We celebrate International Yoga Day across our global locations as part of our commitment to employee welfare.



This annual event allows employees to engage in yoga and mindfulness practices, promoting relaxation, inner peace, and a renewed sense of vitality. Sun Pharma has also integrated sports and health programmes into its employee welfare initiatives, recognising the link between physical fitness and overall well-being. We organise sports activities in every location, encouraging employees to participate actively. During the much-awaited Family Day event, we extend these opportunities to include sports competitions for employees' family members.

Our Proactive Approach to Occupational Health and Safety⁸⁷

Our Employee Health and Safety (EHS) policy articulates our approach to occupational health and safety standards. Our EHS management system is driven by our commitment to achieving 'zero harm' and aims to stay ahead of regulations and legislation. By benchmarking our EHS standards against international best practices such as ISO 45001:2018, we ensure a proactive approach to safety.

Employees Covered by OHS Management System⁸⁸

Number of Employees whose Work/Workplace is Controlled by the Organisation

7,974

Number of Employees Covered by the OHS System

7,974

Number of Employees covered by the OHS System, Audited or Certified by an External Party

6,964

Number of Employees Covered by the OHS System and Internally Audited

7,729

Number of Workers Excluded

0

We undertake regular audits and deploy robust governance mechanisms to monitor and review EHS implementation across manufacturing sites. From Area Managers to the Operations Head, our EHS leadership oversees and upholds safety standards at all our units. We have ingrained the fundamental safety principles in our EHS guidelines and standards. They ensure that best practices align with standards like ISO 45001:2018 and local regulatory requirements are implemented to enhance our EHS performance. Through continuous training and awareness programmes, we create a culture of safety and shared commitment, to promote it in our workplaces.

⁸⁷GRI 403-1, ⁸⁸GRI 403-8

Workforce Resilience and Well-being (continued)

Global EHS Focus Areas

The four core areas of our global EHS management system shape our multi-pronged approach in these areas.



Hazard Identification, Risk Assessment, and Incident Investigation⁸⁹

We regularly conduct risk assessment exercises to evaluate safety practices and implement appropriate action plans to mitigate risks. The principles of our Process Safety Management, which comprises 14 elements, guide our risk assessment methodology and safety practices. This approach ensures that our risk assessment and working conditions are improved consistently. Our employees can report and investigate incidents through a customised IT Global EHS portal, enabling knowledge sharing on preventive measures to avoid recurrences.

14 Elements of Process Safety Management



Health and Safety Management

- Management of change
- Incident investigation
- Contractors
- Compliance audits
- Employee involvement
- Trade secrets



Control of Work

- Hot work permit
- Emergency preparedness and response
- Mechanical integrity
- Pre-startup safety review
- Training management



Advanced Risk Assessment

- Process safety information
- Process hazard analysis
- Operating procedures and safety practices

⁸⁹GRI 403-2 and 403-7

Key Focus Areas of Process Safety Management

Risk Analysis

Purpose

This process examines root causes and develops appropriate mitigation plans.

Tools implemented

- EHS checklists
- Hazard and Operability (HAZOP) analysis
- Hazard Identification and Risk Assessment (HIRA)
- Qualitative Risk Analysis (QRA)
- Job Safety Analysis (JSA)

Risk Evaluation For Materials Used Across Manufacturing Operations

Purpose

This process assesses the EHS information related to the materials used in manufacturing operations. This evaluation aims to prevent any potential hazards from the unintended mixing of different materials.

Change Management System

Purpose

This process examines and addresses changes in process and facilities.

Work-related Hazard Identification

Purpose

To identify unsafe conditions at work and monitor work-related hazards by the site-specific EHS governing team.

On-site Emergency Preparedness

Purpose

To implement a robust fire safety and emergency management system.

We conduct regular fire safety drills and training sessions to ensure preparedness and maintain a ready supply of fire protection equipment that has been tested for functionality across our manufacturing locations.

Disaster Management

Purpose

To identify emergencies and establish a chain of procedures.

We strive to ensure uninterrupted operations and healthcare solutions. Through our formal on-site emergency plan (OSEP), we identify potential emergencies and outline procedures, including designated evacuation routes. Furthermore, we evaluate risks associated with potential disasters that could impact our supply chain as part of our business continuity plan.

Employee Health Management System⁹⁰

Our comprehensive health management system includes well-defined processes, standard operating procedures (SOPs), and other administrative controls to mitigate the risks associated with our manufacturing processes. We conduct pre-employment health check-ups to ensure that employees are physically fit for their roles. For our employees, we conduct

regular health check-ups at our dedicated occupational health centres across all our facilities. Qualified doctors and nurses are available around the clock to monitor employee health and address immediate concerns. We ensure the confidentiality of patient health records following the commitments outlined in our Global Code of Conduct. We also provide comprehensive health insurance schemes to all our employees.

Additionally, we organise health-focused initiatives to promote healthy living. We encourage our people to participate in awareness programmes and webinars on nutrition, mental health, meditation, and lifestyle-related diseases, among others. Furthermore, we extend the benefits of our health-focused programmes to our contractual workforce and proactively encourage their participation in these programmes.

⁹⁰GRI 403-3 and 403-6

Workforce Resilience and Well-being (continued)

The Five Pillars of our Safety Management System⁹¹

1

Forums and meetings - informal and formal safety committee meetings

2

Leadership engagement through EHS meeting forums

3

In-house and external training in line with ISO 45001:2018 requirements

4

Incident reporting and knowledge sharing through IT-based Global EHS portal

5

Audits for compliance with ISO 45001:2018

Instilling a Safety-oriented Mindset

We utilise a multi-pronged approach to integrate a safety-oriented culture deeply into our operations and practices. Through practical safety training, we equip our workforce with the knowledge and skills to improve their understanding of safety practices. Through formal and informal communication channels, we promote safety practices, engaging our workforce through quizzes, interactive EHS competitions, safety drills, and the observance of National Safety Week

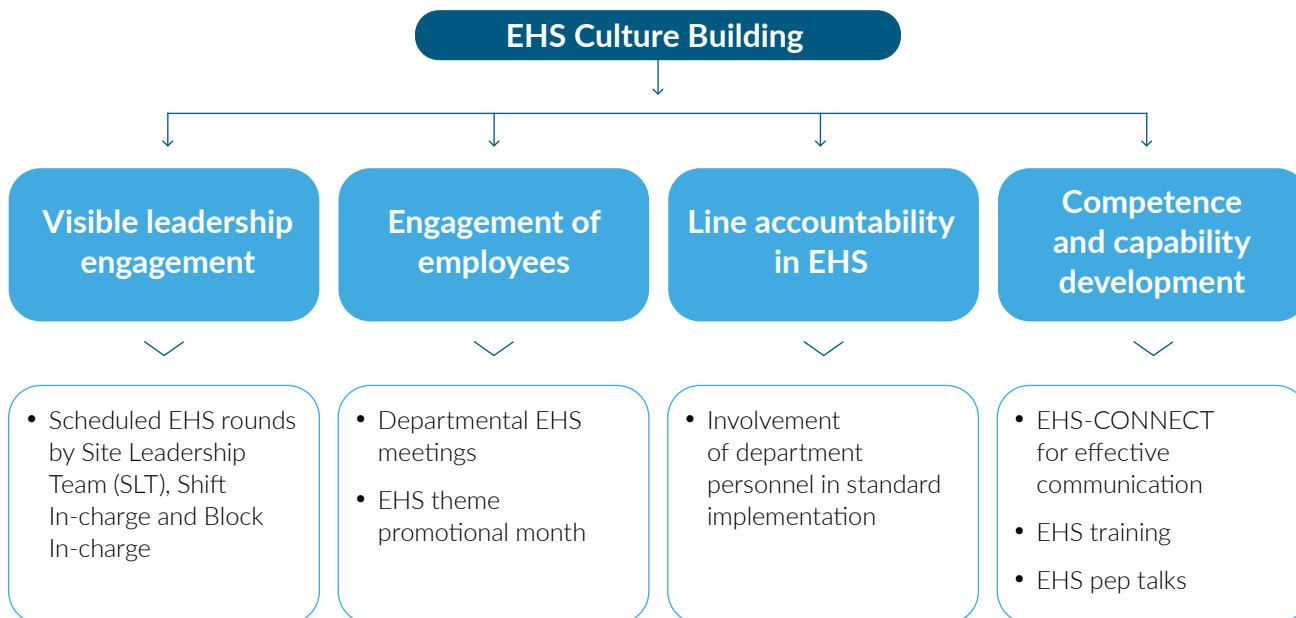
and Fire Service Week. Additionally, our rewards programme recognises individuals who demonstrate a commitment to safety. A visible leadership engagement plays a pivotal role in the whole process, permeating the safety mindset throughout our organisation. The scheduled EHS rounds, conducted by the Site Leadership Team (SLT), shift in-charge, and block in-charges, reinforce the importance of safety and bring a sense of responsibility and accountability among all employees.⁹²

Measuring and understanding the state of our EHS culture helps us

gain valuable insights to shape and strengthen our safety culture. To enable us to assess the effectiveness of our safety training programmes and EHS initiatives, we introduced an evaluation tool called 'EHS Culture Meter'. It covers all aspects of EHS, including employee training across all grades and functions regarding their ability to engage, comply with, and integrate the factors within the existing safety management system. This analysis enables the EHS governance team to identify areas of strength and areas that may need further attention.



⁹¹ GRI 403-7, GRI 403-5, ⁹² GRI 403-4



Safety Performance in FY23

Safety Metrics for Work-related Injuries⁹³

Description	Employees	Workers
Fatalities (as a result of work-related injury)	0	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	33	13
Man hours worked	40,327,754	23,463,022
Rate of fatalities*	0	0
Rate of high-consequence work-related injuries (excluding fatalities)*	0	0
Rate of recordable work-related injuries*	0.164	0.111

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

Safety Metrics for Work-related Ill Health⁹⁴

Description	Employees	Workers
Fatalities	0	0
Recordable cases	0	0

⁹³GRI 403-9, ⁹⁴GRI 403-10