



Our Policies

We have adopted a set of comprehensive policies with the aim of strengthening our environmental, social, and economic agenda across the value chain. This year, we established a Business Responsibility and Sustainability Policy in alignment with the requirements of the NGRBC. The Business Responsibility and Sustainability Policy further reinforces our commitment towards integrating sustainability principles across the value chain. These include guidelines across parameters of business ethics, stakeholder engagement, employee well-being, human rights, and responsible environmental practices, among others. Further, during the year, we implemented Sun Pharma's Board Diversity Policy in FY22,⁸ which focuses on

improving diversity, while enhancing Board performance, enabling creativity and collaboration-driven innovation. We introduced a synopsis for our Risk Management Policy, which guides our Enterprise Risk Management (ERM) Framework. We also adopted a Tax Policy for Sun Pharma in the current year, which serves as a guide to the Company's practices as well as disclosures for investors, regulators, and other external stakeholders on the Company's tax risk profile. Additionally, we have established a Supplier Code of Conduct and our Human Rights Policy to extend our responsible business practices and principles across the value chain.

Our Policies, Driving the Best Governance Practices Across the Value Chain

Global Code of Conduct	CSR Policy	Supplier Code of Conduct	Remuneration Policy
Policy on Material Subsidiaries	Policy on Materiality of and Dealing with Related Party Transactions	Global Whistleblower Policy	SPIL Policy on Determining Materiality of Events and Information
SPIL Compliance Policy	Dividend Distribution Policy	Fair Code of Disclosure	Business Responsibility and Sustainability Reporting Policy
Risk Management Policy	Board Diversity Policy	Tax Policy	Human Rights Policy

Grievance Redressal Mechanism⁹

At Sun Pharma, we employ a secure grievance redressal mechanism for our stakeholders, enabling us to uphold our values and highest standards of professionalism, transparency, integrity, moral conduct, and ethical business conduct. Our Global Whistle Blower Policy provides a safe, secure mechanism for reporting any misconduct or violation of the Global Code of Conduct Principles or other key Company policies and practices. We encourage any of our stakeholders who may have knowledge of a possible or actual breach of our code, policies, or the applicable laws to voice their concerns. This includes our employees, customers, suppliers, and other stakeholders.

Additionally, we support the reporting of any instance of wrongdoing that violates our principles. We have a separate channel for receiving queries and complaints from shareholders. The queries are resolved by the Share Transfer Registrars/Agents as per the framework specified by SEBI. In FY22, there were three shareholder complaints received, which have been duly resolved before the closure of the reporting period. We received two complaints pertaining to sexual harassment in FY22. Both the complaints were resolved in line with the Provisions of Policy on the Prevention, Prohibition, and Redressal of Sexual Harassment, as outlined in our Global Code of Conduct.

⁸Amended Board Diversity Policy and Tax Policy is effective May 30, 2022

⁹GRI 406-1, GRI 419-1