

Policies

In addition to a strong governance structure, our robust policies provide a detailed framework for responsible business conduct across our operations and value chain. These policies outline clear expectations from all our employees and business partners and act as guiding documents for various business activities.

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

Grievance Redressal

We are committed to redressing all grievances of all our stakeholders in a timely and secure manner²⁸. Our Global Whistleblower Policy provides a safe mechanism for all stakeholders to report any misconduct or violation of our GCoC and other Company policies. We encourage all stakeholders to report misconduct or grievance without the fear of retaliation. Our website (<https://sunpharma.com/contact/>) gives an option for our stakeholders to file complaints/grievances related to product quality and adverse events.

For shareholders, we provide for a separate grievance redressal procedure through the Registrar and Share Transfer Agents as prescribed by SEBI. In FY23, the Company received 34 shareholder complaints and duly resolved these within the reporting period. We received four complaints on sexual harassment for the reporting year, and remedial action has been implemented, aligned to the Prevention, Prohibition and Redressal of Sexual Harassment Policy as outlined in the GCoC²⁹.



²⁸GRI 2-25 and 2-26, ²⁹GRI 2-27