

# Translating Sustainability Commitments into Action

At Sun Pharma, we believe sustainability is not just a commitment but a shared responsibility that calls for decisive action. Our approach centres on embedding sustainable practices into our operations to deliver long-term value for all stakeholders. By aligning our sustainability strategy with global frameworks, we have established a solid foundation to translate our sustainability aspirations into meaningful outcomes.



We continue to focus on actionable initiatives to address environmental and social challenges. We are dedicated to combating climate change and reducing environmental impacts by aiming to achieve Net Zero emission status by 2050. From improving energy efficiency and increasing the share of renewable energy, to strengthening water conservation initiatives and advancing sustainable waste management, we are committed to reducing our environmental footprint.

We prioritise diversity, inclusion and equal opportunities for our employees. We are committed to achieving 30% women workforce representation by 2040. We are Great Place to Work<sup>®</sup> certified across 25 countries which is a testament to our dedication to employee progress, engagement and welfare. We also have robust EHS and HR policies targeted at employee safety and well-being. Through our Corporate Social Responsibility (CSR) initiatives, we empower

communities by addressing their needs in healthcare, education, water and sanitation, rural development, and environmental conservation.

Guided by a clear roadmap, we have achieved significant progress toward our sustainability goals. Our inclusion in the S&P Global Sustainability Yearbook 2024 reflects our dedication to corporate sustainability. We continue to align with internationally recognised frameworks, such as the Task Force on Climate-related Financial Disclosures (TCFD), to assess and manage climate risks effectively. As a proud signatory of the United Nations Global Compact (UNGC), we uphold its principles of human rights, labour standards, environmental stewardship, and anti-corruption.

Our governance framework emphasises accountability and transparency, ensuring our business decisions reflect our commitment to ethical practices. By integrating Environmental, Social, and Governance (ESG) principles into our operations, we continue to build trust with stakeholders and lay the groundwork for a sustainable future.

At Sun Pharma, sustainability is more than a goal—it is the way forward. We continue to take meaningful steps to transform our commitments into lasting actions that benefit society and the planet.