

Our ESG Strategy

Aligning Business Strategy with a Sustainable Future

Our ESG strategy is rooted in our core values which form the foundation of our culture and guides our actions and decisions. These principles drive us to uphold the highest ethical standards, foster innovation, and remain steadfast in our commitment to positively impacting society and the environment at large.

Our Values

Quality

We prioritise delivering high-quality medicines and healthcare solutions that meet the needs of patients and healthcare providers globally.

Reliability

We strive to be a trusted partner by consistently delivering on our commitments and maintaining a reliable supply of medicines.

Trust

We value the trust placed in us by our stakeholders and work diligently to uphold it through transparency, accountability, and responsible ethical business practices.

Consistency

We maintain consistency in our operations, ensuring that our actions align with our stated goals and commitments.

Innovation

We foster a culture of innovation to drive advancements in addressing unmet medical needs and improving health outcomes.



Environment

Focus Areas

Environmental Management

We are committed to minimise our environmental footprint through reducing energy consumption, increasing water efficiency, and ensuring effective waste and emissions management.

Enablers

- Increasing the use of renewable energy
- Implementing energy efficiency initiatives to optimise our energy consumption
- Reducing groundwater dependency
- Implementing reduce, reuse, recycle, and recharge the 4R-based water conservation practices
- Adopting digitalisation and eco-efficient processes
- Diverting hazardous waste to co-processing

Ambitions and Targets

Carbon Emission Reduction:

Aiming for 35% reduction in Scope 1 and 2 absolute carbon emissions by 2030

Responsible Water Management:

Targeting 10% reduction in water consumption by 2025

Sustainable Waste Management:

Aiming to co-process 30% of hazardous waste by 2025

Promoting Responsible Resource Consumption:

Focusing on enhancing eco-friendly practices across our business

Social



Focus Areas

Employee Well-being

We prioritise the well-being and growth of our employees by offering dedicated learning and development initiatives, maintaining robust health and safety management systems, and adopting policies that promote work-life balance.

Societal Development

We contribute to the empowerment of our communities through CSR programmes, with a focus on health, education, water & sanitation, environmental conservation and rural development.

Enablers

- We focus on workforce development through tailored learning programmes for skill enhancement
- We ensure workforce well-being through robust health and safety systems and upholding human rights along with all applicable regulations
- Our Supplier Code of Conduct encourages our suppliers to comply with our values and policies

Ambitions and Targets

Promoting Gender Diversity:

Target 30% women representation in workforce by 2040

Empowering Global Employees:

Implementing focused training and learning programmes for employees

Upholding Health and Safety

Standards: Leveraging industry-best practices to ensure highest level of safety for all our employees

Ensuring Human Rights

Compliance: Commitment to zero tolerance for non-compliance

Enhancing Access to Healthcare:

Focus on developing innovative products to address unmet patient needs



Governance

Focus Areas

Corporate Governance

We promote robust corporate governance practices that align with global standards, ensuring transparency, accountability and integrity across our operations.

Innovation and Technology

We leverage innovative approaches and technology to advance research & development, manufacturing, and patient care.

Product Quality and Safety

We prioritise responsible product stewardship by ensuring the safety, efficacy, and quality of the products throughout their lifecycle, from research and development to post-marketing surveillance.

Enablers

- Our Board comprises six core committees, including those focusing on sustainability and business responsibility
- Our Global Code of Conduct mandates ethical practices across our operations and value chain
- We adhere to the board diversity policy and periodically assess Board performance to promote accountability and transparency
- We deploy a robust Quality Management System (QMS) to ensure product quality and patient safety

Ambitions and Targets

Committed to Regulatory and ESG Compliance:

Upholding stringent standards

Integrating ESG Parameters:

Promoting sustainability across our operations and our value chain