

Our ESG Strategy

Integrating ESG in Business Objectives

At the heart of our ESG strategy lies our values and ideologies, which guide our actions and decisions. Humility, integrity, innovation, and passion form the foundation of our approach towards ESG. They drive us to uphold the highest ethical standards, foster innovation, and remain committed to positively impacting society and the environment.

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 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

ESG Enablers

- Committed to increasing the use of renewable energy.
- Reducing groundwater dependency
- Implementing water conservation practices based on the reduce, reuse, recycle, and recharge (4R) principle
- Adopting digitalisation and eco-efficient processes
- Diverting hazardous waste to co-processing.

Our ESG Focus Areas

Environmental Management: We are committed to minimising our environmental footprint by implementing sustainable practices, reducing energy consumption, optimising water usage, and effectively managing waste and emissions.

ESG Ambitions and Integration

Carbon Emission Reduction: Targeting a 35% decrease by 2030 (baseline: 2020)

Responsible water management: Striving for a 10% reduction in water consumption by 2025 (baseline: 2020)

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

UN SDGs



Social

ESG Enablers	Our ESG Focus Areas	ESG Ambitions and Integration	UN SDGs
<ul style="list-style-type: none"> We prioritise the development of our workforce through customised learning and development programmes that enable skill enhancement. We maintain a robust health and safety management system that prioritises the wellbeing of our workforce and adhere to human rights policies and all the applicable regulations. Our detailed Supplier Code of Conduct promotes compliance with our value system and policies amongst our suppliers and partners. We deploy a robust Quality Management System (QMS) to ensure product quality and patient safety. 	<ul style="list-style-type: none"> Employee Well-being: We ensure the well-being and development of our employees through relevant learning and development programmes, robust health and safety management systems, and policies that promote a healthy work-life balance. Societal Development: We contribute to the communities we operate in through our CSR programmes, focusing on education, healthcare, and social welfare initiatives. 	<ul style="list-style-type: none"> Empowering Global Employees: Implementing targeted online learning on Code of Conduct attributes Cultivating an Agile Workforce: Building a diversified skill set for enhanced adaptability Upholding Health and Safety Standards: Leveraging industry-best practices for optimal protection Ensuring Human Rights Compliance: A firm commitment with zero tolerance for non-compliance Enhancing Access to Healthcare: Delivering safe, effective, and responsibly-priced products 	

Governance

ESG Enablers	Our ESG Focus Areas	ESG Ambitions and Integration	UN SDGs
<ul style="list-style-type: none"> We have six core committees of the Board, including those focusing on sustainability and business responsibility. We have a Global Code of Conduct applicable across our value chain, ensuring ethical practices. We adhere to a Board Diversity Policy and conduct periodic assessments of Board performance to promote accountability and transparency. 	<ul style="list-style-type: none"> Corporate Governance: We promote strong corporate governance practices, adhering to global best practices and promoting transparency, accountability, and integrity across our operations. Innovation and Technology: We embrace innovation and leverage technology to drive advancements in research, development, manufacturing processes, and patient care. Product Quality & Safety: We ensure responsible product stewardship by focusing on the safety, efficacy, and quality of our medicines throughout their lifecycle, from research and development to post-marketing surveillance. 	<ul style="list-style-type: none"> Committed to Regulatory and ESG Compliance: Upholding stringent standards Integrating ESG Parameters: Promoting sustainability across the value chain 	