



Key Tenets of Our Global Code of Conduct

Interaction with Healthcare Professional (HCP) Policy	Code for Independent Directors	Conflict of interest	Competition Law Compliance
Anti-bribery Policy	Environment Policy	Prohibition Against Company Political Contributions	Human Rights Approach and Commitment
Honest and Ethical Conduct and Fair Dealing	Privacy Policy	Protection of Confidential Information	Non-discrimination
Sexual Harassment	Anti-money Laundering	Public Policy Advocacy	Whistleblower Policy

Global Code of Conduct

Core Values



Quality



Consistency



Innovation



Trust



Reliability

Our Governance Framework⁶

At Sun Pharma, we are guided by our Board of Directors, who possess robust industry and functional domain knowledge. The Board, through its committees, provides oversight on the standards and principles covered in our Global Code of Conduct and on the policies that extend to our value chain. This represents an integral factor for driving the best governance practices across our global business, enabling sustainable outcomes for all our stakeholders. As a responsible Company, we consistently ensure adherence to all relevant compliance needs as per requisite laws and regulations.

Furthermore, Mr. Kalyanasundaram Subramanian, Whole-time Director, oversees the effective implementation of sustainability practices as the Business Responsibility Head, in line with business responsibility and sustainability policies and principles. We also have a Delegation of Authority (DoA) that establishes a well-defined matrix, outlining the responsibilities of key personnel. The DoA is responsible for integrating the environmental, social, and economic principles across our value chain by enabling periodic Board oversight on our key functional areas of finance, environment, safety, procurement, human resources, and community development, among others.

⁶ GRI 102-11, GRI 102-16, GRI 102-18, GRI 102-19, GRI 103-1, GRI 103-2, GRI 103-3