

## Diversity, Equity, and Inclusion

# Empower. Include. Inspire.

At Sun Pharma, we believe that a diverse workforce and an inclusive workplace culture leads to better decision-making, improved employee engagement and retention. We are committed to creating an environment where everyone feels valued, respected, and supported, regardless of race, ethnicity, gender identity, sexual orientation, religion, age, or ability.

### Promoting Diversity, Equity, and Inclusion

Our approach to diversity, equity, and inclusion is centered on creating a work environment that prioritises employee well-being while addressing their unique needs and expectations. We are dedicated to cultivating a safe and inclusive workplace that leverages diversity and its strengths to deliver positive outcomes for all stakeholders.

**Our Diversity, Equity and Inclusion (DEI) strategy prioritises three critical principles:**

#### Equal Opportunity

As an equal-opportunity employer, we treat our employees with the utmost dignity, respect, and fairness.

#### Non-discrimination

We have a zero-tolerance policy on all forms of discrimination, including gender, sexual orientation, race, religion, caste, ethnicity, age, nationality, disability, HIV status, or family status, among others.

#### Meritocracy

We focus on merit-based recruitment and selection, training and development, performance evaluation, compensation, and career progression.



To strengthen a sense of belongingness and inclusivity, we celebrate various ethnic festivals and follow international days of recognition like Women's Day.



## Female Employees in Global Workforce (in %)

We invest significant efforts in supporting the career development and professional aspirations of our female employees, providing them with a safe and empowering workplace. Our commitment extends to ensuring that women hold key management positions, technical roles, and revenue-generating functions.

### Women in Overall Workforce



### Women in All Management Positions



### Women in Top Management Positions



### Women in Junior Management Positions



### Women in Revenue-generating Functions



### Women in STEM-related Positions



We recruit skilled individuals across diverse age groups, fostering a competitive edge and leveraging a wide range of expertise to drive our value creation initiatives.

At Sun Pharma, we recognise the value young professionals bring through their diverse skills, enthusiasm, and innovative ideas. Their contributions help us remain dynamic and forward-thinking in a rapidly evolving industry. Supported by strong leadership, our young employees play a key role in building a thriving workplace, introducing fresh perspectives, and shaping a future-ready workforce.

In FY24, individuals between the age groups of <30 years and 30-50 years comprised 44.77% and 45.17% of our workforce respectively. The remaining 10.07% of our workforce was aged >50 years.

### Our DEI Initiatives

- Articulation and communication of DEI policy
- Focused hiring through campus connects, all-women walk-ins, and lateral hiring for critical roles
- Re-shine programme inviting women to rejoin the corporate world after a career break
- Gender and inclusive intelligence workshops for leaders
- Sessions for all people managers on mitigating unconscious bias and intentional inclusion
- Focused development programmes for women employees basis their career stage
- SheShines – Women employee resource group launch
- Concentrated efforts on employer branding through social media to attract more women talent

Note – All numbers/information for FY24