

Employee Health, Safety, and Well-being

Putting People First

We have implemented a variety of targeted programmes and initiatives to foster a conducive working culture that transcends beyond the traditional benefits addressing the holistic health and well-being of employees.

Our Proactive Approach to Occupational Health and Safety⁸⁸

Our Employee Health and Safety (EHS) Policy outlines a comprehensive approach to establish and maintain occupational health and safety standards across the Company. Central to this policy is our unwavering commitment of achieving a state of 'zero harm' that drives us to meet regulatory and legislative requirements.

We adopt a proactive approach towards safety by adopting the international best practices, including ISO 45001:2018. This approach establishes a robust foundation for

effective occupational health and safety risk management, ensuring alignment with industry standards. In pursuit of these objectives, we conduct regular health and safety audits, underpinned by a well-structured governance framework.

This framework allows us to track and evaluate the implementation and effectiveness of our safety measures, ensuring continuous improvement in our practices. Our EHS leadership team, comprising the Operations Head, Area Managers, and other key personnel, plays a crucial role

in monitoring and upholding safety standards at all our operational sites. To further enhance our safety initiatives, we conduct regular training sessions and awareness programs, fostering a culture of safety and shared commitment among all employees. By engaging our workforce in ongoing education about safety practices, we empower them to contribute actively to our overarching goal of creating a safe and healthy work environment.

Employees Covered by OHS Management System⁸⁹



14,963

Employees Covered by the OHS System

13,589

Employees Covered by the OHS System and internally audited

12,902

Employees covered by the OHS system and audited or certified by an external party

14,963

Employees whose Work/ Workplace is controlled by the organisation

ZERO

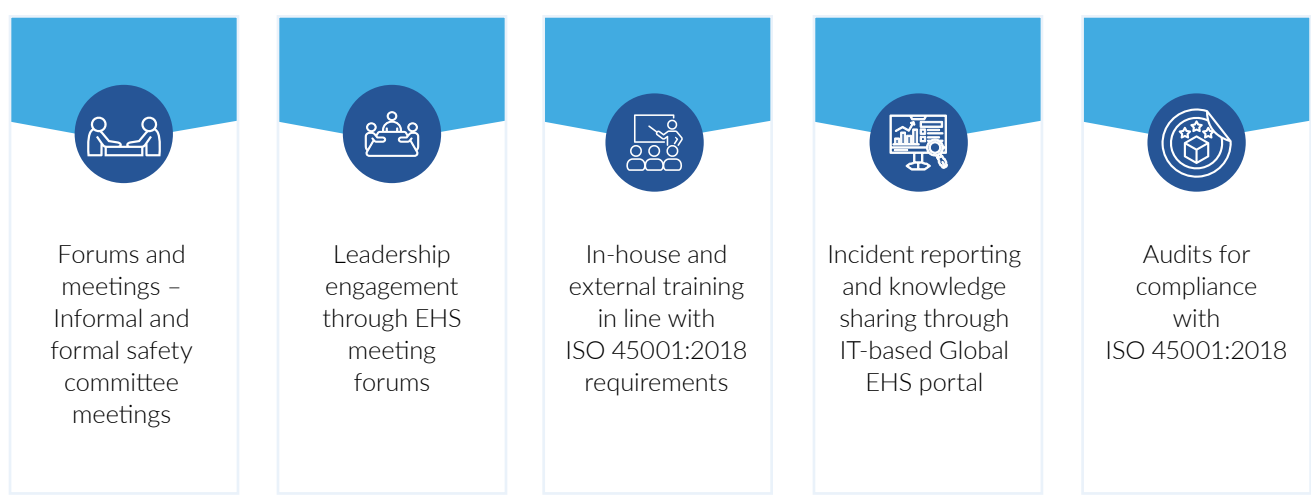
Workers excluded



⁸⁸GRI 403-1 | ⁸⁹GRI 403-8

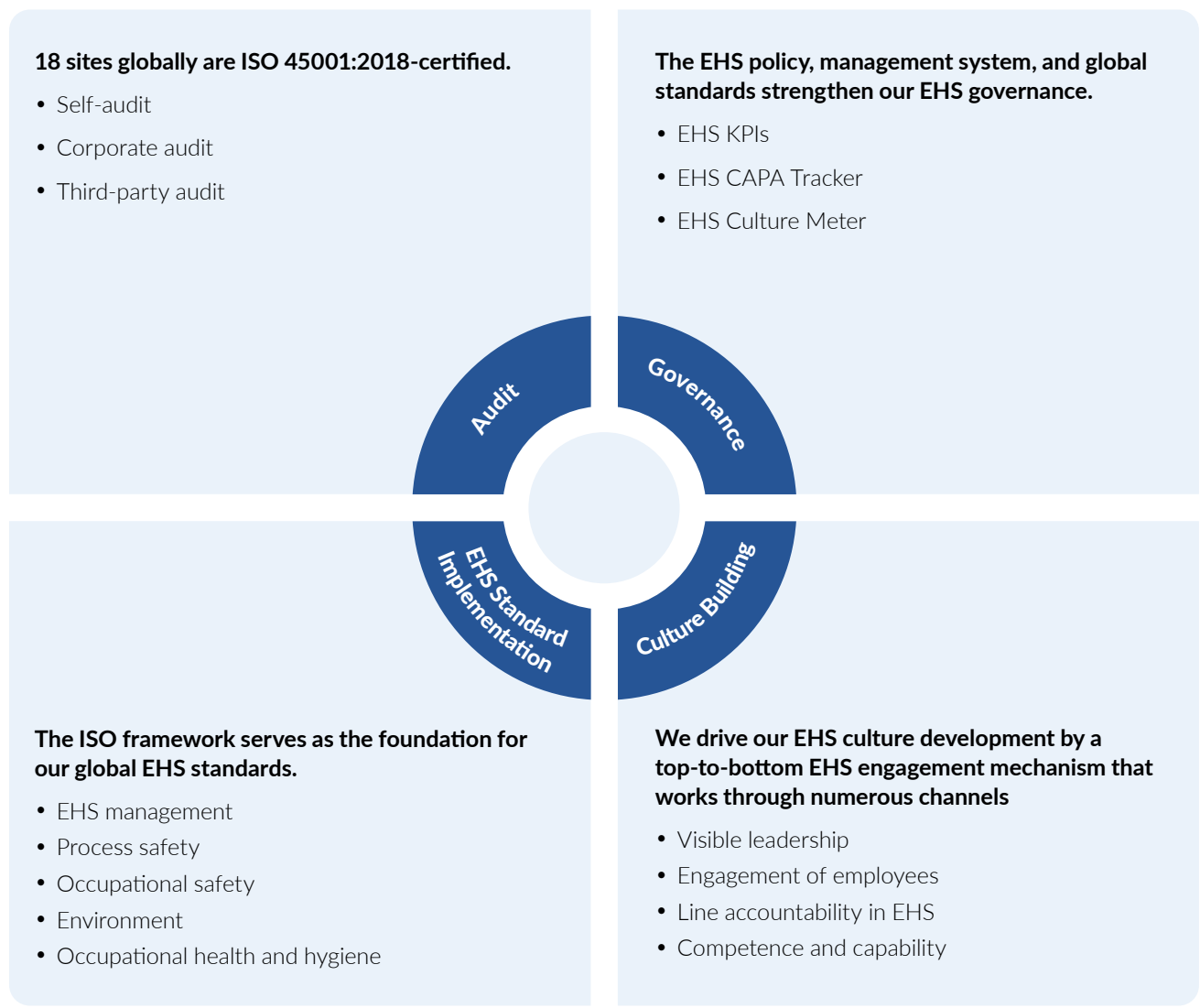
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Five Pillars of Our OHS Management System⁹⁰



Global EHS Focus Areas

The four core areas of our global EHS management system shape our multi-pronged approach in these areas.



⁹⁰GRI 403-7, GRI 403-5

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Hazard Identification, Risk Assessment, and Incident Investigation⁹¹

At Sun Pharma, we conduct regular, comprehensive risk assessments on health and safety to evaluate existing practices and implement action plans designed to mitigate potential risks. Central to our safety commitment is our Process Safety Management framework encompassing 14 key elements, which serves as a guiding structure for our risk assessment

methodology, and ensures that our practices are continually improved. By adhering to this structured approach, we can enhance our understanding of workplace risks and conditions, fostering a culture of safety that evolves alongside our operations. We have developed a customised Global EHS portal, which empowers our employees to report

incidents and conduct investigations, promoting a transparent exchange of information regarding preventative measures, instrumental in identifying and implementing strategies to avert future occurrences, thereby reinforcing our dedication to a safe and sustainable work environment.

14 Elements of Process Safety Management

Health and Safety Management

- Management of change
- Incident investigation
- Contractors
- Compliance audits
- Employee involvement
- Trade secrets

Control of Work

- Hot work permit
- Emergency preparedness and response
- Mechanical integrity
- Pre-startup safety review
- Training management

Advanced Risk Assessment

- Process safety information
- Process hazard analysis
- Operating procedures and safety practices

Key Focus Areas of Process Safety Management

<p>Risk Analysis</p> <p>Purpose Helps examine the root causes and informs the development of appropriate mitigation action plans.</p> <p>Tools Implemented</p> <ul style="list-style-type: none"> • EHS checklists – Hazard and Operability Study (HAZOP) • Hazard Identification and Risk Assessment (HIRA) • Qualitative Risk Analysis (QRA) – Job Safety Analysis (JSA) 	<p>Change Management System</p> <p>Purpose Examine and address the changes in processes and facilities.</p> <p>Work-related Hazard Identification</p> <p>Purpose Identify unsafe acts and conditions at work and monitor work-related hazards by the site-specific EHS governing team.</p>	<p>Disaster Management</p> <p>Purpose Identify emergencies and establish a chain of procedures.</p> <p>We strive to ensure uninterrupted operations and healthcare solutions. Through our formal on-site emergency plan (OSEP), we identify potential emergencies and outline procedures, including designated evacuation routes. Furthermore, we evaluate risks associated with potential disasters that could impact our entire supply chain as part of our business continuity plan.</p>
<p>Risk Evaluation for Materials used across Manufacturing Operations</p> <p>Purpose Assess and evaluate EHS information related to the materials used in manufacturing operations, which aims to prevent any potential hazards resulting from the unintended mixing, storing and handling of different materials.</p>	<p>On-site Emergency Preparedness</p> <p>Purpose Implement a robust fire safety and emergency management system. Regular fire safety drills and training sessions are conducted to ensure preparedness, and we maintain a ready supply of fire protection equipment, that has been tested for functionality, across our manufacturing locations.</p>	

⁹¹GRI 403-2 and 403-7

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Employee Health Management System⁹²

Our health management system is comprehensively designed to enhance employee well-being through a structured framework encompassing clearly articulated processes, standard operating procedures (SOPs), and robust administrative controls, aiding us to mitigate risks associated with our operations. Before onboarding, all prospective employees are required to undergo pre-employment health checkups for fit to work certification. In addition to these initial assessments, we offer regular health check-ups at all our sites facilitated

through professionally certified health centres, with qualified nurses and doctors committed to monitoring employees health and responding promptly to medical emergencies. In alignment with our Global Code of Conduct, we ensure that patient health records are kept confidential.

To further support the health and well-being of our personnel, we provide comprehensive health insurance plans that cover all employees. We also organise a variety of health focused initiatives designed to promote healthier

lifestyles. Our ongoing commitment includes regular webinars and awareness programmes that address a range of critical topics such as nutrition, mental health, meditation, and the prevention of lifestyle-related diseases. The benefits of these health-centered programmes are also extended to contractual employees, encouraging their participation. Through these comprehensive efforts, we aim to foster a culture of health and well-being throughout our organisation.

⁹²GRI 403-3 and 403-6

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Instilling Culture and Mindset of Safety

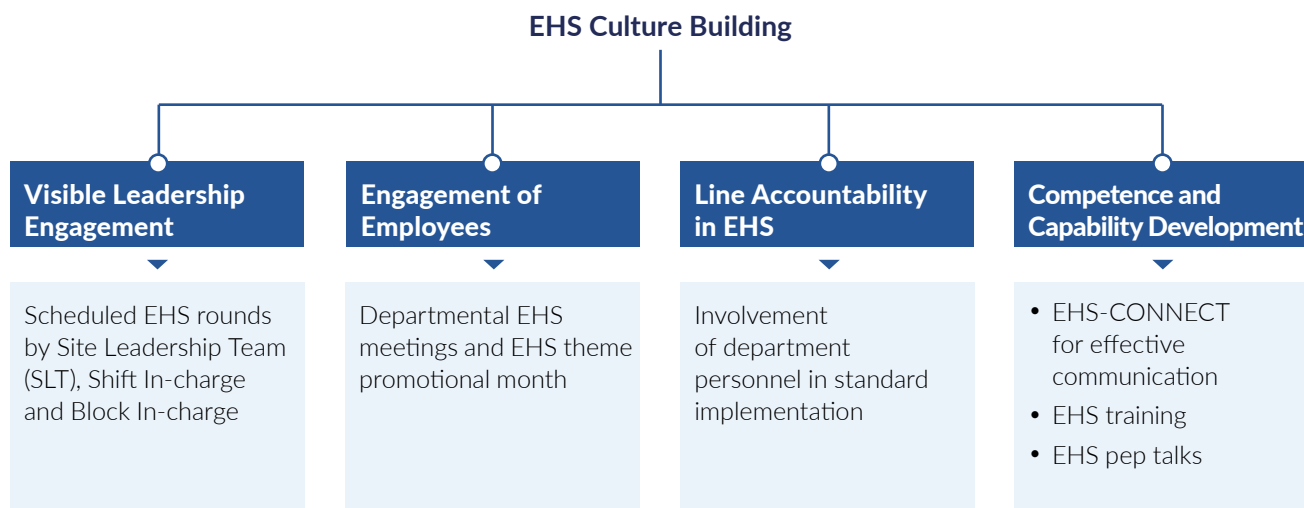
In our ongoing commitment to fostering a culture centred around safety, we have developed and implemented a comprehensive strategy aimed at embedding a safety-first mindset deeply within all aspects of our operations. At the core of this initiative lies practical safety training, which plays a critical role in empowering our workforce. By equipping employees with essential knowledge and skills, we enhance their understanding of safety practices thereby ensuring active contribution to a safer work environment. To effectively advocate for safety, we utilise a blend of both formal and informal communication channels. This multi-faceted approach includes interactive activities such as quizzes, EHS (Environmental, Health, and Safety) competitions, and safety drills. We also actively participate in events like National Safety Week and Fire Service Week, providing further opportunities to emphasise

the importance of safety within our organisational culture.

Recognising and rewarding individuals who demonstrate a commitment to safety is also a cornerstone of our strategy. Our rewards program acknowledges those who exemplify a strong dedication to maintaining safe practices, thereby motivating others to prioritise safety in their daily routines. Leadership plays a vital role in this initiative, embedding a safety-focused mindset throughout the organisation. To reinforce our safety culture further, we conduct scheduled EHS rounds, led by the Site Leadership Team (SLT), shift in-charges, and block in-charges, which serve to reinforce the significance of safety and bring a sense of responsibility and accountability among all employees⁹³.

We measure and understand our EHS culture, which helps us gain valuable insights to shape and

strengthen our safety culture. Introduction of the 'EHS Culture Meter' has been instrumental in assessing the effectiveness of our safety training programmes and initiatives, covering all aspects of EHS, including the employee trainings provided across various roles and functions. By evaluating their ability to engage and comply with, and integrate safety factors into our existing safety management systems, we can gain a comprehensive view of our organisational safety posture. Through this analysis, our EHS governance team identifies strengths we possess and areas that may require additional focus. This ongoing evaluation process ensures that we remain proactive in our approach to safety, continuously striving for improvement and excellence in our safety practices.



⁹³GRI 403-4



Safety Performance in FY24

Safety Metrics for Work-related Injuries⁹⁴

Description	Employees	Workers
Fatalities (as a result of work-related injury)	0	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	41	8
Man hours worked	43,501,749	23,115,093
Rate of fatalities*	0	0
Rate of high-consequence work-related injuries (excluding fatalities)*	0	0
Rate of recordable work-related injuries*	0.188	0.069

*Rates have been calculated as per 200,000 man-hours worked.

Safety Metrics for Work-related ill health⁹⁵

Description	Employees	Workers
Fatalities	0	0
Recordable cases	1	0

Addressing Mental Health

We are committed to enhancing the mental health and well-being of our employees through regular sessions focused on mental health. These sessions equip them with essential tools to effectively manage stress and navigate various challenges. Our initiatives aim to cultivate a culture of mutual support and resilience, fostering an environment of open conversations and creating a safe working place. To facilitate this supportive atmosphere, we offer a free and confidential counseling helpline known as Mann Talks (message from heart) available for

all employees, providing a safe space for them to discuss their issues, receive guidance and access professional assistance.

In addition to our mental health initiatives, we celebrate International Yoga Day across all our operations as a part of our commitment to employee welfare. The event provides employees space to practice yoga and mindfulness, calmness and revitalised energy.

Recognising the importance of physical fitness in overall well-being, we have implemented a variety

of employee welfare initiatives that focus on sports and health programmes. We actively encourage participation in sports activities organised at every location, fostering teamwork and mutual trust. We organise sports competitions during our Family Day event to encourage employee family participation, foster connections among colleagues, and enhance community well-being. Our efforts aim to promote a supportive environment that prioritises the physical and mental health of our workforce.

⁹⁴GRI 403-9 | ⁹⁵GRI 403-10