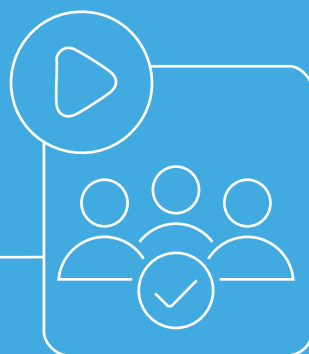


SOCIAL

Our human resource is one of the key drivers of our success. We are committed to fostering a diverse, inclusive, and supportive workplace that empowers employees to reach their full potential.

By investing in talent development, health, and safety, we ensure our people are equipped to contribute meaningfully to our mission of improving global health outcomes.





Workforce Empowerment

Thriving Together

Our employees are one of the key drivers of our success. In line with our vision of 'Reaching people, Touching Lives' globally as a leading provider of valued medicines', we are committed to fostering and empowering the potential of our diverse and dynamic workforce⁶⁵.

Our employees contribute valuable expertise to the company's growing intellectual capital, leveraging their varied educational background and experience. With a skilled team of over 51,000 employees, we are united by a common mission to build a healthier future for all.



Material Topics

- Human Capital Development
- Diversity, Equity, and Inclusivity
- Occupational Health and Safety

UN SDG Alignment



UN SDG Targets

5.1

End all forms of discrimination against women everywhere.

5.5

Ensure full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

8.5

Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.

⁶⁵GRI 3-3



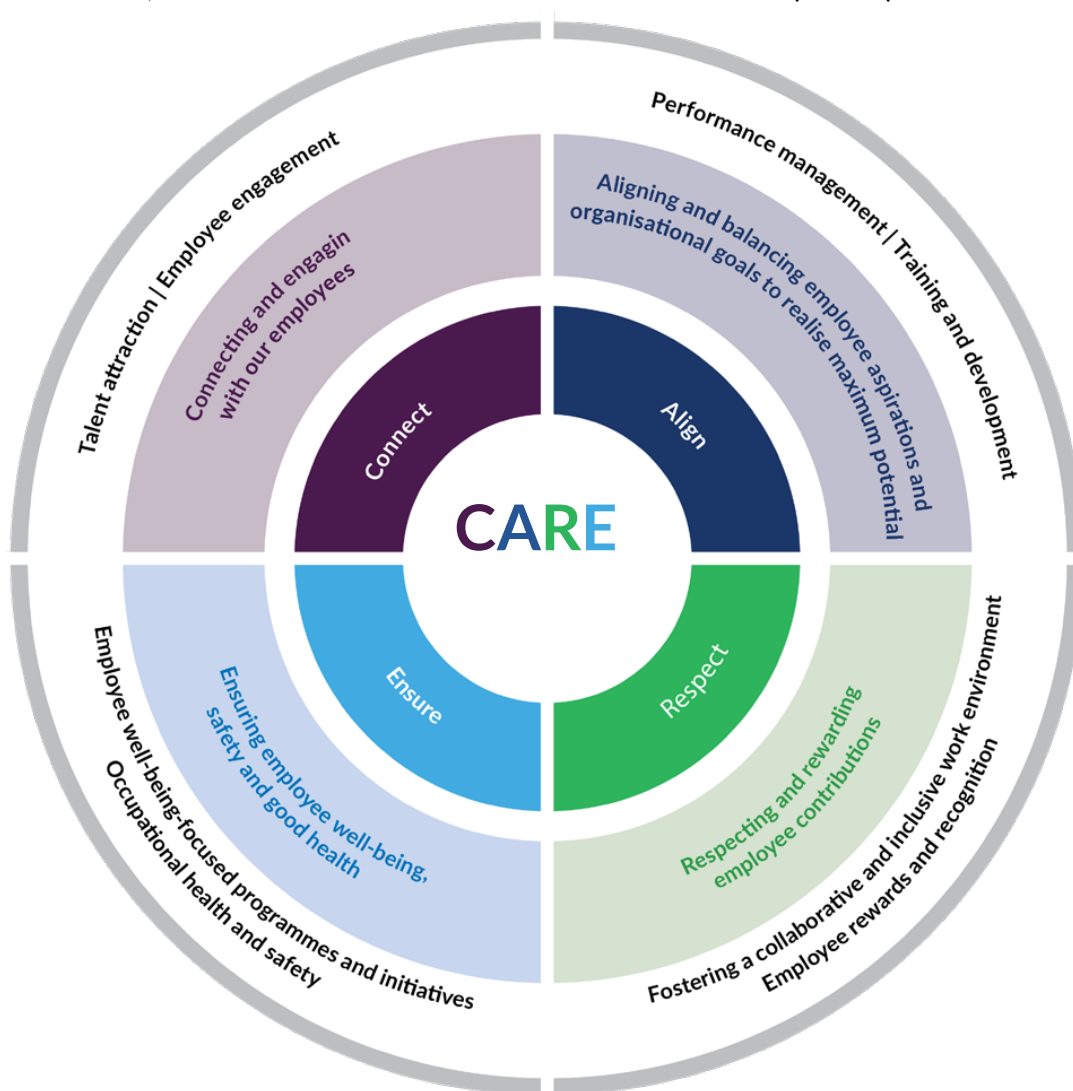
Building Empowered Teams

The CARE Philosophy

Our workforce embodies the core values of **Humility, Integrity, Passion, and Innovation**, essential for achieving operational success and making a positive impact on the lives of the patients we serve. We recognise that our success stems from the contributions of empowered individuals, and we

are dedicated to encouraging our employees to realise their full potential. The diversity and unity of our workforce are essential to achieving operational excellence. We are committed to fostering a sense of pride and ownership in their work while supporting their growth.

Our progressive human resource management strategy is implemented through consistent investments and collaborations, designed to meet evolving workforce expectations. We have strengthened our approach by aligning with four core principles - **Connect, Align, Respect, and Ensure (C.A.R.E)**.



At Sun Pharma, we are proud to be recognised as a Great Place To Work® across 25 countries including India and various emerging markets, reflecting our steadfast commitment to cultivating an exceptional workplace environment. This certification underscores our dedication to fostering a culture of trust, collaboration, and genuine care, making our organisation a preferred

destination for building meaningful and rewarding careers.

In an evolving world, continuous learning and development are key to ensuring that employees keep up with change. We provide employees with ample opportunities to develop new skills, enhance knowledge and stimulate imagination to work passionately. We encourage teams

to exceed expectations through well-integrated growth strategies. We bring together talent from diverse backgrounds, which reflects in our international work and the communities we serve. We aim to empower our global talent of over 51,000 individuals, rooted in our strong value system which supports our workforce management and development approach.

Workforce Empowerment



The table below provides details on our workforce by gender, age, and region for FY24⁶⁶.

Total Global Consolidated Workforce – FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	65	156	186	35
Senior Management	6	618	534	906	252
Middle Management	67	2,334	627	2,307	721
Junior Management	264	3,630	712	3,551	1,055
Non-Management*	2,882	4,824	921	6,098	2,529
Executives on Contract	9,333	7,201	870	15,675	1,729
Trainees	1,392	168	11	950	621
Total Employees	13,944	18,840	3,831	29,673	6,942
Workers					
Permanent Associates	1,554	4,203	1,304	6,288	773
Casual Labour	1	123	2	75	51
Contractual Labour	7,669	208	73	6,351	1,599
Total Workers	9,224	4,534	1,379	12,714	2,423

*This includes all employees in non-management roles and field employees.

⁶⁶GRI 2-7, 2-8 and 405-1



Total Workforce - India - FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	44	90	121	13
Senior Management	0	383	231	556	58
Middle Management	50	1,745	282	1,790	287
Junior Management	148	2,845	350	2,954	389
Non-Management*	2,270	3,137	86	4,595	898
Field Employees	8,917	5,307	304	14,151	377
Executives on Contract	1,345	60	0	847	558
Total Employees	12,730	13,521	1,343	25,014	2,580
Workers					
Permanent Associates	1,504	3,638	935	5,835	242
Casual Labour	0	0	0	0	0
Contractual Labour	7,557	0	0	6,093	1,464
Total Workers	9,061	3,638	935	11,928	1,706

Total Workforce - Global (Excluding India) - FY24

Employee Category	<30 years	30-50 years	>50 years	Male	Female
Employees					
Top Management	0	21	66	65	22
Senior Management	6	235	303	350	194
Middle Management	17	589	345	517	434
Junior Management	116	785	362	597	666
Non-Management*	612	1,687	835	1,503	1,631
Field Employees	416	1,894	566	1,524	1,352
Executives on Contract	47	108	11	103	63
Total Employees	1,214	5,319	2,488	4,659	4,362
Workers					
Permanent Associates	50	565	369	453	531
Casual Labour	1	123	2	75	51
Contractual Labour	112	208	73	258	135
Total Workers	163	896	444	786	717

*This includes all employees in non-management roles and field employees.

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

Talent Management

Talent Acquisition

We remain committed to attracting, retaining, and developing diverse talent through targeted hiring initiatives. Our recruitment strategy is built on two fundamental principles: merit and diversity.

As an equal opportunity employer, we prioritise candidates' competencies and

alignment with our corporate values and purpose during the hiring process⁶⁷. To ensure a seamless integration, all new hires undergo mandatory induction training, familiarising them with our values, operational framework, and organisational aspirations. This approach fosters a shared understanding and commitment to our collective purpose.

8,282

New employees hired in FY24

6.41%

Open positions filled through internal hires in FY24

Total New Hires⁶⁸

Region	<30 years		30-50 years		>50 years		Male		Female	
	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)
India	5,306	41.68	1,135	8.39	29	2.16	5,210	20.83	1,260	48.84
Global (excluding India)	582	47.94	1,010	18.99	220	8.84	879	18.87	933	21.39

We have adopted a robust people-centric approach, emphasising on employee growth, empowerment, and engagement. Our strategy prioritises retention through well-structured initiatives, supported by comprehensive rewards and recognition programmes. In FY24, our total turnover rate was 19.12% (6,864 employees) and our voluntary turnover rate was 11.89% (4,270 employees).

Employee Turnover⁶⁹

Region	<30 years		30-50 years		>50 years		Male		Female	
	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)	Nos.	Rate (%)
India	3,410	28.92	1,482	10.83	162	11.49	4,405	17.90	649	28.53
Global (excluding India)	314	29.07	1,076	20.10	420	16.23	1,052	22.17	758	17.73

Talent Management and Continuous Learning

We are committed to workforce development, fostering a culture of continuous growth and excellence. Our goal is to create an environment of ongoing learning, equipping employees with the skills needed for their current roles and future career progression.

Annual Assessments for Performance Management

The process involves annual goal planning, development needs assessment, mid-year and year-end reviews, and strengthening our performance management strategy. We foster agile and informal two-way communication channels between managers and employees, promoting open communication and ensuring transparency in team-based performance appraisal and feedback. The annual appraisal cycle was conducted for 100% of our eligible employees, through a management-driven systematic objective-led approach.⁷⁰

Holistic Training and Development Programmes

In our continued efforts, we provided many in-depth learning avenues aligned with our organisational objectives and workforce aspirations. Our programmes address diverse learning needs through individual growth plans and interactions with different business units. Involving both internal and external experts enhances our ability to deliver flexible learning to our employees. We offer access to programmes such as Massive Open Online Courses (MOOCs) and TED Talks.

Note – All numbers/information are for FY24

⁶⁷GRI 3-3 | ⁶⁸GRI 401-1 | ⁶⁹GRI 401-1 | ⁷⁰GRI 404-3

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Overview of Our Skill-building Programmes⁷¹

We provide robust training programmes designed to foster and maintain a future-ready workforce.


To foster a culture of high performance, growth, and employee satisfaction, we have tailored comprehensive learning and development programmes focused on unlocking excellence. Our training programmes systematically identify learning

needs and address knowledge gaps to keep employees informed about emerging concepts.


As a Company committed to upholding ethical standards, we prioritise corporate ethics with utmost scrutiny. Consequently, our training modules encompass

a range of topics, including compliance with the Global Code of Conduct, IT security, Health and Safety, Prevention of Sexual Harassment (POSH), etc. In FY24, each employee underwent an average of 42 hours of training, as compared to 63 hours in FY23⁷².


Training Programmes designed to build a Future-ready Workforce




Technical Skill Development




Leadership Development




Data and Documentation Management



Soft Skills and Behavioural Training

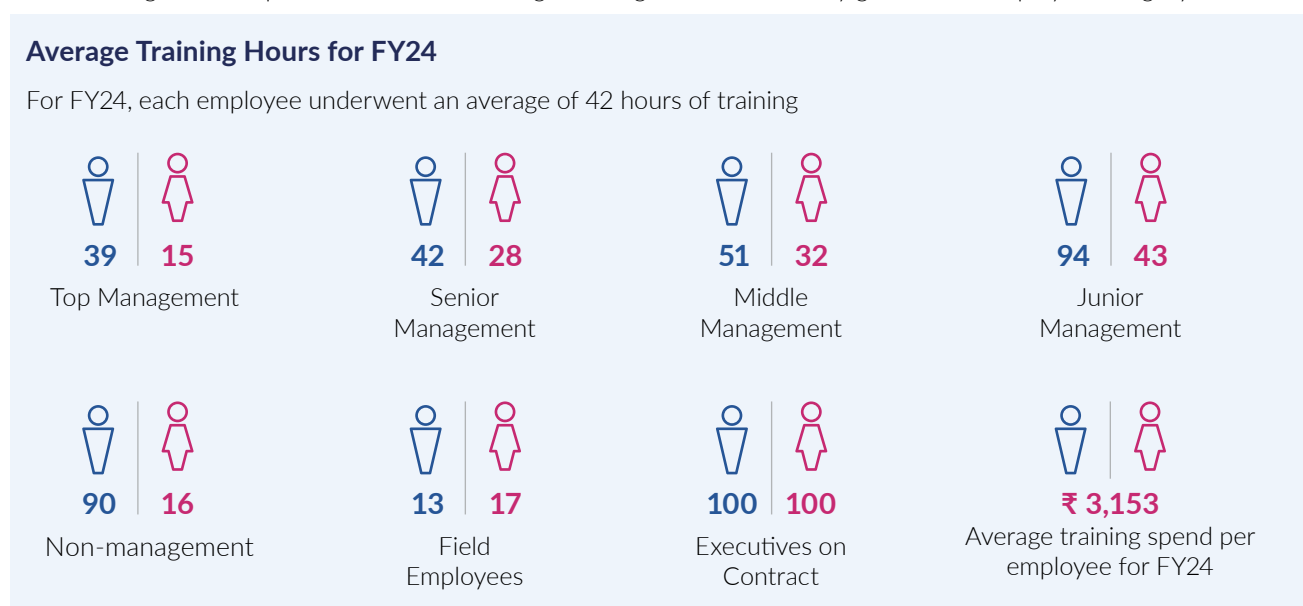


Digital Tools Training



Culture-building

The following statistics provides details on average training hours for FY24 by gender and employee category⁷³.



Note – All numbers/information are for FY24
⁷¹GRI 404-2 | ⁷²GRI 2-4: We have streamlined our data collection process and are hence issuing a restatement for our average training hours per employee for FY 2022-23 | ⁷³GRI 404-1

Talent Management

We continue to offer comprehensive learning opportunities aligned with the Company's objectives and employee aspirations. We highlight below two such programmes⁷⁴:

People Manager Development Programme

This programme aims to enhance the leadership skills and capacities of new managers across all business functions. We implement several initiatives within this programme, including:

1. Focused training for First Time Managers and Supervisory Development training for our manufacturing teams.
2. Operational and functional level training to equip managers with the right skills to address organisational challenges. Interventions include programs like Manager as a Coach, Seven Habits of Highly Effective People, Emerging Managers, LEAD, IGNITE, SURGE, etc.
3. Strategic level programmes to support our leaders to adapt to volatile markets and cross-cultural levels.

This focuses on Executive MBA, Data Analytics, Design Thinking, Change & Culture Management, Digital Transformation, etc.

Business Benefit

This programme is designed to nurture our employees' leadership aspirations while aligning their growth with our overarching business strategy. Managers play a pivotal role as the bridge between employees and the organisation, making it essential to equip them with the skills needed for effective communication and seamless operations.

The program empowers our workforce with the tools to tackle workplace and business challenges, ensuring they remain agile in an ever-evolving environment. Through targeted training, we aim to cultivate a future-ready workforce with strong leadership capabilities. This initiative also promotes evidence-based decision-making and strengthens our global competitiveness.

Quantitative Impact of Business Benefit

The training provided through this programme has significantly enhanced business productivity and employee efficiency. As a result, our production capabilities increased by 9.4% in FY24 compared to FY23.

Additionally, the program has improved the average people manager score, rising from 78 for 567 managers to 79 for 2,160 managers.

51%
of eligible FTEs participating

Sales Force Effectiveness Programme

This programme focuses on the development of our field force, which constitutes approximately 33% of our total workforce. It offers a structured seven-day induction period, followed by intermittent focused training sessions. The training modules cover essential areas such as sales fundamentals, roles and responsibilities, product knowledge, and marketing strategies.

The programme equips our field force with the skills needed to enhance market readiness. By adopting innovative selling techniques, participants can optimise their time, engage effectively with customers, and perform their responsibilities with greater dedication and efficiency.

Business Benefit

Our field force forms the front line of our organisation. They undertake regular engagement with our customers, doctors, and other critical stakeholders. Providing them with the right skills is essential for our operational success and ability to deliver positive impacts.

It also cultivates a sense of ownership and accountability within the workforce, empowering them to become passionate brand advocates who drive meaningful results for the Company. The programme's emphasis on trust development further strengthens its ability to influence positive outcomes.

Quantitative Impact of Business Benefit

This has enabled an 8.72% increase in our revenue generated in FY24, as compared to FY23.

Our Great Place to Work score has also increased from 80 to 82, with a field force engagement score of 87.

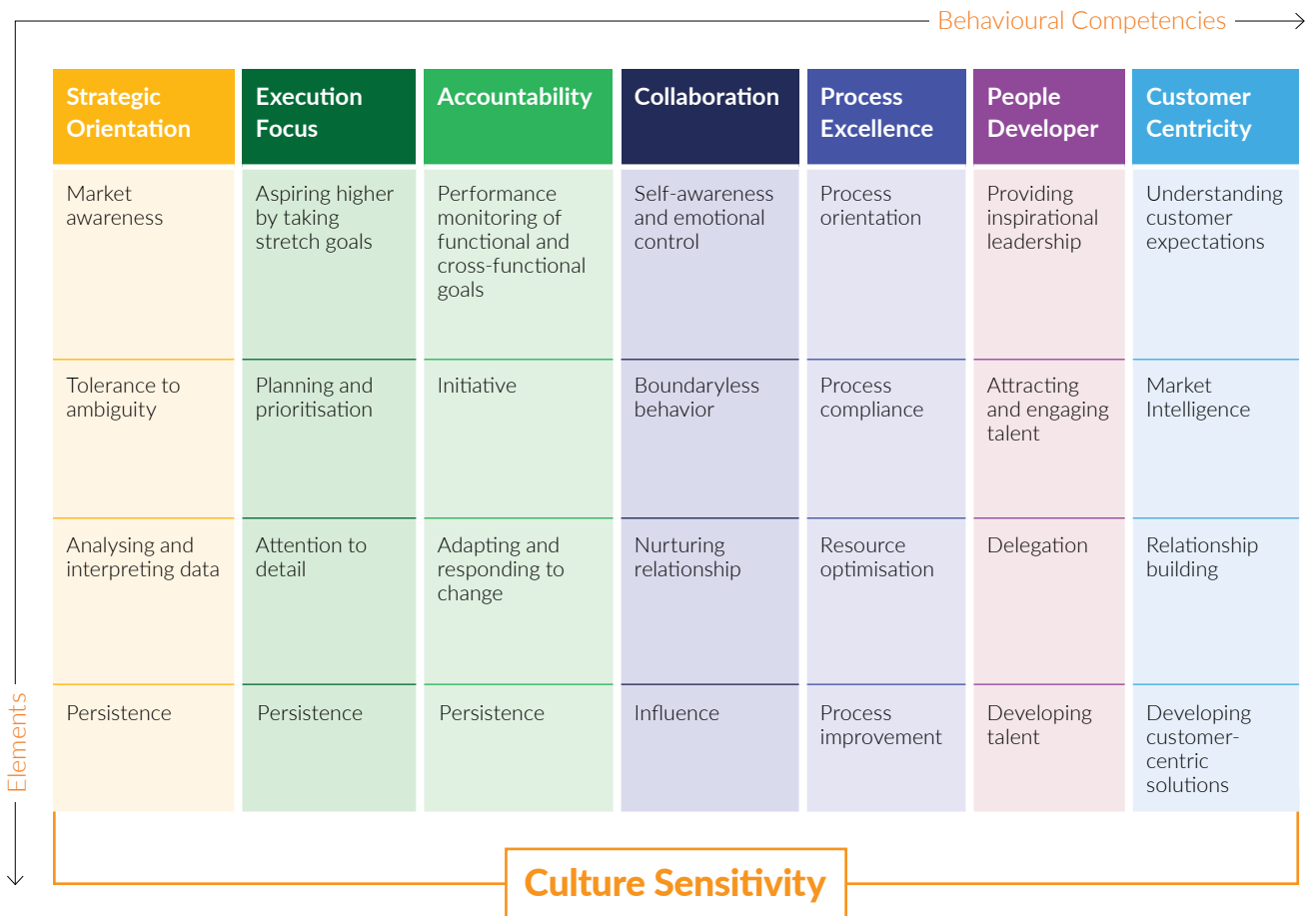
80%
of eligible FTEs participating

⁷⁴GRI 404-2



Behavioural Framework

Focusing on seven key behavioral traits, the framework plays a crucial role in driving leadership development. It acts as a roadmap, guiding each employee on a clear path toward future leadership roles while fostering a culture centered on leadership. By nurturing these essential competencies, we cultivate an entrepreneurial, effective, and inclusive mindset that drives organisational leadership. This strategy allows us to build a robust internal talent pipeline for succession planning.



Talent Management

Our workforce serves as the cornerstone of our productivity and performance. We actively encourage our teams to share ideas and suggestions, fostering a culture of innovation and collaboration to achieve operational excellence.

Our engagement strategy prioritises continuous, transparent communication, enabling us to build synergistic relationships founded on mutual trust. To maintain strong connections, we utilise multiple communication channels,

including leadership town halls, to regularly engage with employees. These touchpoints allow us to share updates, disseminate key information, and cultivate a sense of unity and belonging across our global workforce.

Fair Compensation

Our compensation programmes are designed to provide fair and competitive remuneration, acknowledging our employees' contributions. These programmes are aligned with industry standards, benchmarked against peers, and guided by global reward practices

and recommendations from independent compensation advisors.

The Nomination and Remuneration Committee of the Board is responsible for overseeing and managing the Remuneration Policy and procedures. The committee's

role is pivotal in determining senior management compensation and benefits. The Managing Director and Whole-time Directors' remuneration is also decided with the shareholders' consent and in compliance with local laws and regulations⁷⁵.



Gender Pay Assessment⁷⁶

Employee Level	Average Women's Salary in INR	Average Men's Salary in INR
Executive level (base salary only)	20,631,011	20,372,489
Executive level (base salary + other cash incentives)	28,765,139	26,028,019
Management level (base salary only)	4,862,393	2,478,266
Management level (base salary + other cash incentives)	6,084,068	2,732,662
Non-management level (base salary only)	1,860,977	1,041,207

We comply with all applicable laws and regulations for minimum wages at the hiring stage across our operations⁷⁷.

Employee Benefits

We benchmark and structure our employee benefits and rewards package with current market trends, aligned to the changing needs of our diverse global workforce and their families. We provide comprehensive benefits like insurance, various allowances, including pension fund contributions, retirement benefits, and other mandatory retirement provisions to our workforce in compliance with applicable laws and regulations⁷⁸.

Sun Pharma Employee Benefits



Global Parental Leave



Car Allowance*



Education Allowance for School Fees*



Medical Insurance



Transportation Allowance



Phone Allowance*



Accident Insurance



Professional Allowance*



Meal Allowance*



Life Insurance



Housing Allowance*



Variable/Performance Pay for Certain Employee Categories*

*These provisions are contingent upon the HR Policy of the individual global locations

⁷⁶GRI 405-2 | ⁷⁷GRI 202-1 | ⁷⁸GRI 201-3 and GRI 401-2

Talent Management

To support our employees in improving their work-life balance and flexible needs, we have curated a range of leave benefits. Employees at all our locations have the flexibility of selecting their shift hours and opting for work from home, if justified, at specific locations.

We provide maternity, paternity, and adoption leave, along with on-site breastfeeding and creche facilities to support employees transitioning back to work after parental leave.

In FY24, we recorded a total return to work rate of 96% and a retention rate of 98%. The table below provides details on parental leave taken during FY24⁷⁹.





Employees Availing Parental Leave – FY24

Description	Male	Female
Number of employees entitled to parental leave	16,465	5,377
Number of employees who availed parental leave	1,193	275
Number of employees who returned to work in the reporting period after parental leave ended	1,195	226
Number of employees who returned to work after parental leave ended in previous year who were still employed 12 months after they returned to work	208	189
Return to work rate (%)	100	82.18
Retention rate (%)	96.30	94.50

Employee Engagement Survey

We conduct an Organisational Health Index (OHI) survey every two years, incorporating global and functional benchmarks, to assess employee experience and satisfaction. The survey insights help us understand employee sentiments and provide us with valuable data to enhance our work culture. Our employee engagement scores have consistently improved compared to previous surveys. In FY24, we underwent the Great Place to Work® Survey in 25 countries and achieved an employee engagement score of 82% across our operations vis-à-vis our target of 75%.

Great Place to Work Survey - Metrics Covered

 Job Satisfaction	 Purpose
 Stress Levels	 Happiness



⁷⁹GRI 401-3



Commitment to Human Rights

We are committed to upholding and safeguarding human rights across all our global operations, aligned with our Human Rights Policy. This Policy is rooted in the Universal Declaration of Human Rights and encompasses principles from the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (1998). We expect our value chain partners to adhere to these human rights principles, recognising that the protection of human rights is a collective responsibility. We have established procedures to identify and mitigate human rights risks, along with grievance redressal systems to address stakeholder concerns in a prompt and fair manner⁸⁰. In FY24, 29% of our security personnel received training on our human rights policies and processes at specific locations⁸¹.

Zero Tolerance Policy towards Child and Compulsory/Forced Labour

We ensure to not employ anyone below 18 years of age, aligning with our firm's commitment to ethical and good labour practices. We strictly prohibit forced or compulsory labour and do not engage with suppliers or vendors who employ such practices⁸².

Freedom of Association⁸³

We adhere to local labour laws, valuing the importance of fair wages, freedom of association, participation, and collective bargaining in our operations. We prioritise fostering an environment that consistently upholds and safeguards employee rights. In support of this, our employees have the right to join, form, or refrain from any employee collectives without fear of retaliation, harassment, or intimidation in any manner. Our management-recognised employee union (wherever applicable across global manufacturing locations) represents 9.71% of our workforce as of March 31, 2024⁸⁴.

Human Rights Protection and Due Diligence Efforts

At Sun Pharma, we strive to identify the adverse human rights impact on our business on all the relevant stakeholders and correspondingly account for addressing these impacts through corrective actions⁸⁵. Our efforts cover various areas such as labour standards, health and safety, environmental practices, corporate ethics, and specific topics like freedom of association, safe working conditions, fair wages, child labour, and discrimination.

Employee Awareness of Human Rights Policies and Procedures

We are committed to upholding human rights by providing employees with targeted training through our learning management system⁸⁶. These programmes are designed to enhance awareness and understanding, fostering a workplace culture built on respect, fairness, and equality.

We diligently comply with all the applicable Human Rights laws and regulations. In FY24, we received 13 complaints, of which two were pending resolution at the end of the reporting year⁸⁷.

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

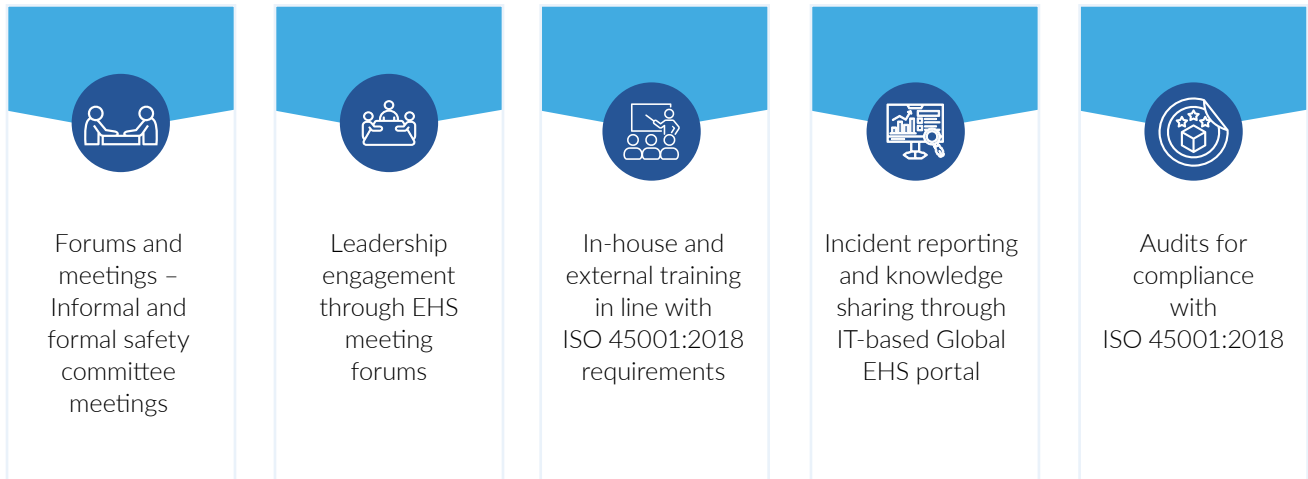
Workers excluded



⁸⁸GRI 403-1 | ⁸⁹GRI 403-8

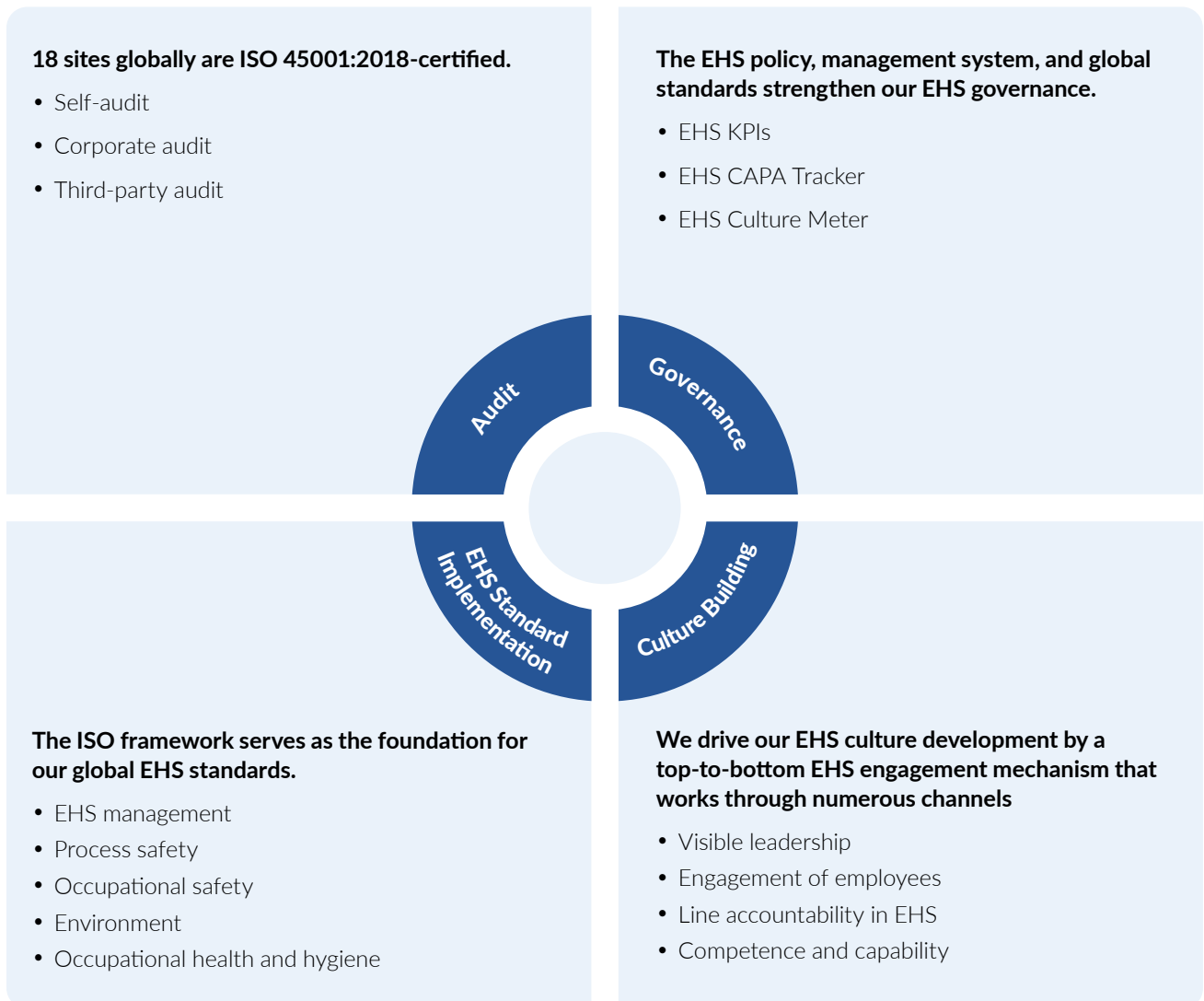


Five Pillars of Our OHS Management System⁹⁰



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

Employee Health, Safety, and Well-being

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

Employee Health, Safety, and Well-being

Instilling Culture and Mindset of Safety

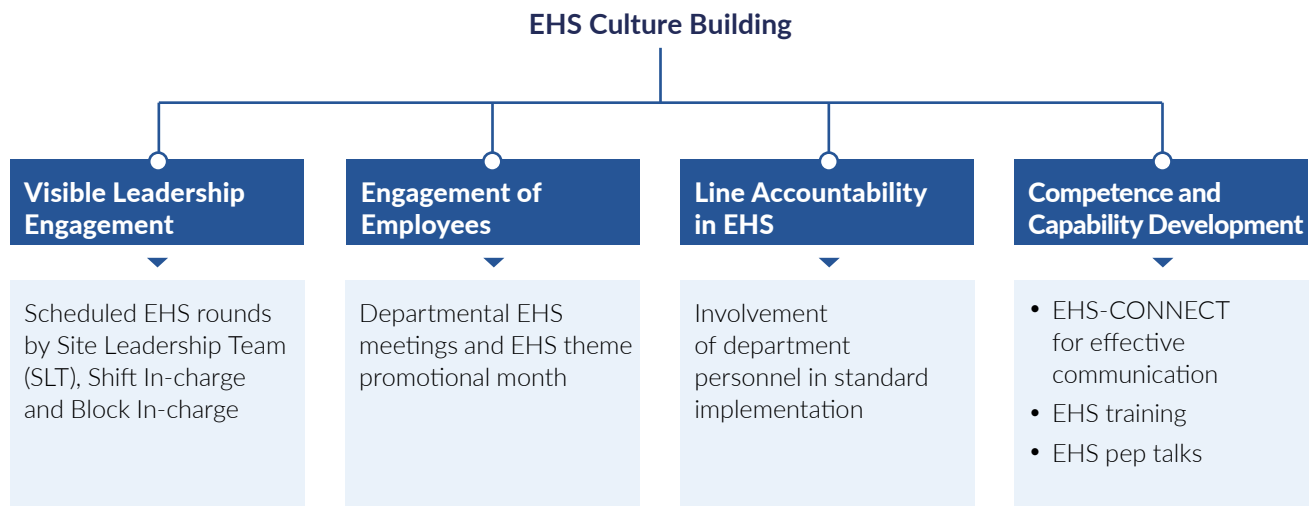
In our ongoing commitment to fostering a culture centred around safety, we have developed and implemented a comprehensive strategy aimed at embedding a safety-first mindset deeply within all aspects of our operations. At the core of this initiative lies practical safety training, which plays a critical 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

Communities

Inspiring Change, Empowering Communities

At Sun Pharma, we are committed to integrating our vision of 'Reaching People, Touching Lives' in the community. Our philanthropic initiatives and volunteering efforts extend our responsibilities beyond improving healthcare outcomes to foster meaningful change in the communities we serve.

We are committed to fostering societal upliftment by strategically collaborating with our partners, to amplify the impact and seamlessly integrate our philosophy into community initiatives.

Aligned with UN SDGs



Our CSR Vision

We aim to achieve comprehensive development for underserved communities in a sustainable and meaningful way.

Our CSR Mission

We will use our people, expertise, and connections to meet the needs of the communities we serve, promoting overall development.

Objectives

Community Service: Giving back to the community and addressing their needs is a top priority for Sun Pharma. We employ a bottom-up planning approach to gain a deeper understanding of community requirements.

Ensuring Sustainability: Introducing community interventions that address critical needs and achieve long-term sustainability.

Using Resources Effectively: Leveraging Sun Pharma's internal resources, including research, marketing, finances, human resources, and products, to maximise the impact of our social initiatives.

Our Focus Areas



Health



Education



Water and Sanitation



Environmental Conservation



Rural Development



Disaster Relief



Our Governance Structure

Board of Directors

- Constitute the CSR Committee
- Approve the CSR Policy⁹⁶
- Approve the annual CSR budget and the proposed CSR projects for the year
- Disclose information in the Board's report as specified in the CSR Rules annex and comply with all legal requirements

CSR Committee

- Develop and regularly update the CSR policy
- Recommend the CSR budget
- Suggest the annual action plan and projects for CSR activities
- Review and oversee the progress of all CSR activities

Plant/Field CSR Teams

- Gather and verify CSR programme requests from the community
- Recommend programmes to the corporate CSR team
- Assist implementation partners in obtaining necessary approvals from the community and government
- Involve employees in CSR activities
- Provide regular progress reports to the corporate CSR team

NGO/Other Implementing Partners

- Help design and implement CSR programmes
- Support the capacity building of partners
- Monitor the impact of programmes on relevant stakeholders
- Submit regular reports to the Company

⁹⁶The CSR Policy applies to Company's India operations only.

Communities

Enhancing Social Value

At Sun Pharma, our success is deeply connected to the health and prosperity of the communities we serve. With this belief at the forefront of our mission, we actively pursue our Corporate Social Responsibility (CSR) initiatives. Our efforts are grounded in a clear CSR policy and strategy targeting key areas essential for uplifting and empowering our communities.

Our CSR Policy, endorsed by the Board, serves as a framework for executing our CSR programmes within our defined key focus areas. These programmes are strategically aligned with Section 135 of the Companies Act, 2013, and the Companies (Corporate Social Responsibility Policy) Rules, 2014.

We are committed to enhancing societal well-being through targeted interventions in areas like healthcare, education, water and sanitation, environmental conservation, rural development, and addressing emerging societal challenges.

We regularly conduct thorough community needs assessments to strengthen the efficacy and reach of our CSR initiatives. This proactive approach helps us identify specific challenges and requirements within the communities we serve, enabling us to tailor our CSR Initiatives effectively. This approach ensures that our support is impactful and delivers real value where it is most required.⁹⁷

₹ 1,164 Mn

Spent on CSR initiatives in FY24

1+ Mn

Beneficiaries impacted through CSR initiatives

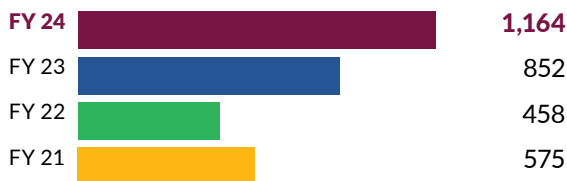
1,000+

Habitations covered across 14 Indian states/union territories

During the reporting period, Sun Pharma's operations did not have any adverse impacts on local communities.⁹⁸

CSR Expenditure

(in ₹ Mn)



CSR Impact (Beneficiaries Reached)

(in Mn)



⁹⁷GRI 413-1 | ⁹⁸GRI 413-2

Our Initiatives to Create Lasting Value⁹⁹



Healthcare Programmes



UN SDG Linkages



Objective

To improve community well-being by promoting affordable medical treatments, providing access to reliable medical information, and encouraging better treatment-seeking behaviour.

Key Initiatives in FY24

- Providing support towards setting up of Cancer Sanatorium Institute and Eye Hospital to deliver high-quality cancer and eye care treatment at Wadala, Mumbai
- Financial assistance for field action research focused on addressing moderate to severe malnutrition among children, aimed at eradicating malnutrition
- Delivering curative and preventive healthcare to underserved communities through 14 Mobile Healthcare Units (MHU) across 9 states, focusing on maternal, neonatal, and reproductive health services among others
- Contribution towards enhancing rural medical facilities by providing medical equipment and supporting upgradation of primary health centres and government hospitals near our plants
- Provide support towards management, control, and elimination of communicable and non-communicable diseases with notable success achieved in the elimination of Malaria from 1,233 villages in the Mandla district
- Setting up a state-of-the-art Dry Eye Disease (DED) clinic and laboratory for the research, screening, and treatment of DED

198,786

Patients treated through MHUs

19,311+

Beneficiaries received health promotive services

₹ 866.22 Mn

Total spend in FY24

⁹⁹GRI 413-1

Communities



Education Programmes



UN SDG Linkages



Objective

To improve education experience quality of students by investing in adequate infrastructure, skill development, and promoting holistic development.

Key Initiatives in FY24

- Provide adequate support for Anganwadi infrastructure development to uplift them into child-friendly spaces
- Upgradation of school infrastructure by constructing new classrooms, installing solar rooftops, and developing playgrounds
- Promoting scientific research in medicine and pharmaceuticals to improve public health outcomes
- Providing support to set up Digital Classroom in government-aided schools with an intelligent touchpad board, a projector, a computer, a Wi-Fi Internet connection, audio speakers, and licensed software

40,395

Lives touched

₹ 139.09 Mn

Total spend in FY24

- ☰
- I
- II
- III
- IV
- V
- VI
- VII
- VIII



Rural Development Programmes¹⁰⁰



UN SDG Linkages



Objective

To positively transform lives in rural areas by enhancing basic infrastructure and services and empowering individuals through vocational training.

Key Initiatives in FY24

- Skill development training for youth and women to facilitate employment
- Installation of solar streetlights
- Drinking water project to ensure access to clean water for all
- Infrastructure upgrades focused on enhancing rural facilities to improve community living standards
- Disaster relief projects

₹ 37.68 Mn

Total spend in FY24

¹⁰⁰GRI 203-1

Communities



Environment Conservation Programmes



UN SDG Linkages



Objective

To champion environmental stewardship initiatives that safeguard the planet's health and empower the community to act.

Key Initiatives in FY24

- Tree plantation drives
- Development and maintenance of green belts near our operational areas
- Environmental sensitisation efforts in schools and the community

₹ 76.63 Mn

Total spend in FY24

Special Initiatives

The Company has implemented initiatives such as distributing poshan (nutrition kits) to tuberculosis (TB) patients in Vapi (Gujarat) and Toansa (Punjab) under the Pradhan Mantri TB Mukht Bharat Abhiyaan.

This year, we have allocated ₹ 1.06 Million for disaster relief and response activities to support local administrations and nearby communities. We provided public health centres with essential goods

and equipment, including free face masks, sanitisers, medicines, and food packages for the rural community.