

A purpose driven organisation

Our focus is on serving people by enabling their good health and well-being, and by promoting diversity and inclusion. Our community development projects and workforce management strategy together help us focus on shared growth and prosperity.

Our corporate values



Quality



Reliability



Trust



Consistency



Innovation

SDGs in focus



Performance highlights

28,000+

employees across India operations

955,000+

hours of training imparted

37,000+

employees globally

36,000+

hours of safety training

50+

nationalities

Zero

fatalities

3,000+

employees hired in FY21

Material topics

Attracting and retaining talent

Workforce welfare

Occupational health and safety

Health education and prevention

Community development - CSR

Governance enablers

Remuneration policy, Whistle blower policy, Global Code of Conduct, CSR Committee, Nomination and Remuneration Committee, POSH

Sun signs

Strategic orientation, Execution focus, Accountability, Collaboration, Process excellence, People developer, Customer-centricity

Nurturing a talented and growth-oriented workforce

At Sun Pharma, we focus on humanising our HR management system, with 'care' for our employees being the primary consideration for decision-making.

Our employees have been at the forefront of creating new possibilities and growth avenues for our business. The culmination of their collective efforts and passion has been at the heart of our organisational agility and success. We understand that employee satisfaction and well-being are key enablers of workforce productivity. Our Human Resource (HR) management strategy thus aims to create a fulfilling work experience for each employee. We make consistent investments to ensure their all-round well-being and professional development.

Our values of humility, passion, integrity and innovation are ingrained in our approach to workforce management. Our HR policies are progressive and employee-friendly, and our employee programmes are tailored to make their time with us comfortable, inspiring and growth-oriented. The policies are periodically updated to keep pace with the dynamic shifts in our business landscape and employee expectations. We incorporate inputs from employee engagement channels and external experts while updating our HR policies and processes.

Glimpse of our workforce management approach

The imperative	Cornerstones of our approach	Strategic enablers	Aspirations
<p>Efficient workforce management supports:</p> <p>Organisational productivity, continuity and agility</p> <p>Retention of skilled and experienced employees helps secure a strong workforce pipeline for the future</p> <p>Employee engagement unlocks innovation, operational efficiency and industry best practices in business processes</p>	<p>Progressive, responsive and employee-centric HR policies</p> <p>Continuous improvement based on employee feedback and industry best practices</p>	<p>Biennial employee engagement survey called the 'Organisational Health Index Survey'</p> <p>Robust employee grievance redressal</p> <p>Curated training and development programmes</p> <p>~86% facilities are ISO 45001:2018 certified</p>	<p>To build and sustain a future-ready, diverse and growth-oriented workforce</p>

GRI 103-1, GRI 103-2, GRI 103-3



Connecting and engaging with our employees

To create a rich talent pool, we focus on attracting the brightest minds in the industry and building a long-lasting relationship with them. Active and transparent communication with our employees forms the foundation of our engagement strategy throughout their tenure with us.

Talent attraction

We are an equal opportunity employer and have a competency-focused approach to attracting talent. Our primary focus is on the skillsets an employee brings to the table, and on identifying employees with the drive to innovate, collaborate and excel. During the hiring stage, we also ensure alignment of the employee’s personal values with our corporate values and purpose.

We believe this alignment in the value system fosters workforce cohesion and enhances productivity. Each employee undergoes induction training that helps them gain a better understanding of our corporate value system, operations and organisational aspirations.

New hires in the period April 2020- March 2021						
Employee category	Number of employees	April 2020-March 2021				
		<30 years	30-50 years	>50 years	Male	Female
Top Management	7	0	4	3	7	0
Senior Management	55	1	51	3	52	3
Middle Management	163	13	147	3	143	20
Junior Management	1,381	934	447	0	1,205	176
Non-management	764	556	208	0	762	2
Field Employees	1,155	966	189	0	1,149	6
Total	3,525	2,470	1,046	9	3,318	207

3,000+

employees hired in FY21*

Majority (~70%) of our new hires were in the <30 years age bracket

*The significantly high rate of new hires as compared to attrition is due to the new positions sanctioned across different sites in FY21. Further, new positions from FY20 also spilled over to FY21, which resulted in the subsequent increase in new hires.

Region-wise new hires in the period April 2020-March 2021**	Total number of employees
API Cluster I (Ahmednagar, Dahej and MKM)	143
API Cluster II (Ankleshwar, Karkhadi and Panoli)	173
API Cluster III (Toansa and Dewas API)	103
Malanpur (API)	23
Corporate office	186
R&D Baroda	153
R&D Gurgaon	103
SGO Region I (Halol, Dadra, Baska, Mohali, Paonta Sahib, Jammu)	989
SGO Region II (Goa, Dewas, Sikkim, Baddi, Guwahati, Zenotech)	497
Total	2,370

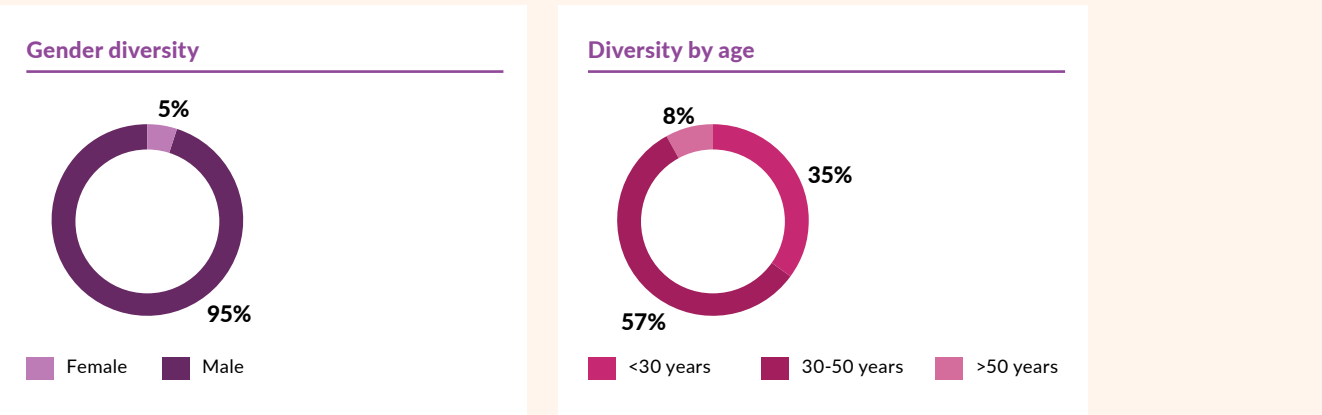
**Field employees are excluded from this region-wise distribution data

GRI 103-1, GRI 103-2, GRI 401-1

Our workforce composition

We have a multi-disciplinary and diverse workforce involved in developing cutting-edge solutions for patients. Our constant endeavour is to promote diversity by creating an inclusive and collaborative work environment. We encourage diversity in hiring and track associated metrics.

Employee category	Number of employees	April 2020-March 2021				
		<30 years	30-50 years	>50 years	Male	Female
Top Management	119	0	36	83	110	9
Senior Management	532	1	345	186	497	35
Middle Management	1,814	32	1,524	258	1,602	212
Junior Management	8,271	2,318	5,535	418	7,336	935
Non-management	5,634	1,690	3,013	931	5,478	156
Field Employees	10,932	5,624	5,006	302	10,824	108
Total	27,302	9,665	15,459	2,178	25,847	1,455
Apprentices	705				647	58
Grand Total	28,007				26,494	1,513



GRI 102-8, GRI 405-1

Employee engagement survey

We work towards building a strong relationship with our employees based on mutual trust. To gauge the effectiveness of our employee engagement strategy, we conduct an Organisational Health Index (OHI) survey once every two years. The survey, based on the McKinsey model that incorporates global and functional benchmarks, aims to capture the feedback and sentiments of our employees. The first survey was undertaken soon after our merger with Ranbaxy in 2014. Subsequently, we conducted surveys in 2016 and 2018. With at least 85% participation in each survey cycle, the surveys were clear evidence of employee confidence in this feedback mechanism. The survey covered all our employees globally, including technicians, workers and field employees.

The outcomes of the survey are carefully analysed using deep analytics to identify action areas, following which we rigorously drive progress on these areas. Our efforts have culminated in consistent improvement in the employee engagement score each year in the last three cycles. In FY21, given the pandemic, we adapted our survey to address challenges imposed by the pandemic by rolling out localised, need-based, employee well-being surveys. We plan to conduct a comprehensive employee engagement survey in the upcoming year.

Total employee turnover (including retiring, resigning, terminated employees and the deceased during the year)

Employee category	Number of employees	April 2020-March 2021				
		<30 years	30-50 years	>50 years	Male	Female
Top Management	14	0	6	8	14	0
Senior Management	62	0	46	16	59	3
Middle Management	147	3	122	22	135	12
Junior Management	1,109	555	531	23	965	144
Non-management	594	357	182	55	587	7
Field Employees	619	440	154	25	604	15
Total	2,545	1,355	1,041	149	2,364	181

Region-wise employee turnover in the period April 2020-March 2021*

Total number of employees

API Cluster I (Ahmednagar, Dahej and MKM)	122
API Cluster II (Ankleshwar, Karkhadi and Panoli)	171
API Cluster III (Toansa and Dewas API)	48
Malanpur (API)	5
Corporate office	144
R&D Baroda	81
R&D Gurgaon	92
SGO Region I (Halol, Dadra, Baska, Mohali, Paonta Sahib, Jammu)	810
SGO Region II (Goa, Dewas, Sikkim, Baddi, Guwahati, Zenotech)	453
Grand Total	1,926

*Field employees are excluded from this region-wise distribution data

Aligning and balancing employee aspirations and organisational goals

We invest in the professional development of each employee, and work towards cultivating a culture of shared growth and excellence. While honing their inherent talent, we also focus on equipping them with skills required for their role. Two vital aspects of enabling employee professional growth are:

- * **Performance management through annual appraisals:** The process is facilitated by an open two-way dialogue between the employee and the manager, and includes goal setting, mid-year review and year-end review. Periodic check-ins and regular feedback ensure transparency and fairness in performance management. In FY21, 100% of our employees were covered by the annual appraisal cycle.
- * **Comprehensive training and development programmes:** Our training and development programmes are designed to address diverse learning needs identified through analysis of individual development plans and business unit interactions. Training programmes are facilitated by internal and external experts and the pedagogy has been adapted to the online/virtual mode, given the present challenges. We have also provided employees access to a wide repertoire of courses through Massive Open Online Courses (MOOCs) and TED talks.

GRI 401-1, GRI 404-3, GRI 404-2

Average training hours imparted in FY21

Employee category	Male	Female
Top Management	21	10
Senior Management	28	17
Middle Management	33	15
Junior Management	42	25
Associate/Non-management	77	12
Total	53	22

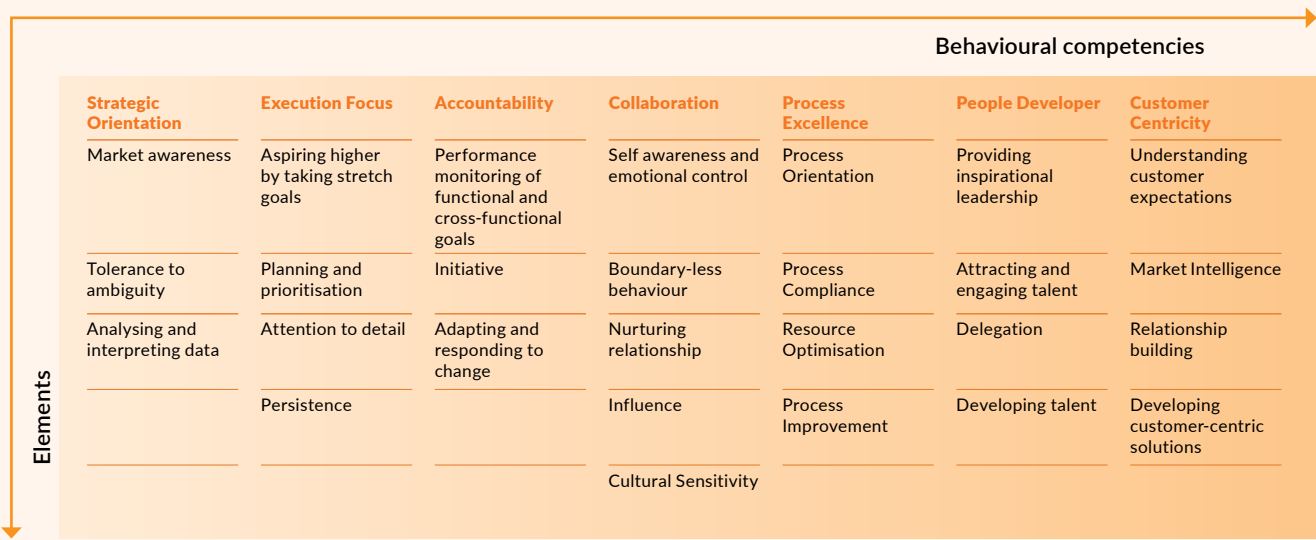
Overview of our training programmes

Culture building Our training programmes sensitise employees and help engender an inclusive and ethical workplace. They focus on our corporate values, women safety and inclusion. Some of the key programmes are:	<ul style="list-style-type: none">* Classroom and e-learning sessions on Prevention of Sexual Harassment (POSH), including periodic communication and training* Induction programme* E-learning modules on success attributes
Leadership development We run training programmes focused on enhancing managerial capabilities and leadership acumen. In FY21, we conducted a customised course for 50 high-performing leaders in our India operations. Additionally, monthly webinars were organised for leaders globally under the VITAMIN series. Some other key programmes were:	<ul style="list-style-type: none">* McKinsey management programme* First Time Manager programme that covers key topics, such as communication, presentation and time management skills* VITAMIN series focused on digital and analytics adoption in the pharma sector* E-learning modules on managerial effectiveness
Data and documentation management To help strengthen our data management processes, we rolled out a series of programmes to help employees effectively catalogue, analyse and store data. Some of the key programmes were:	<ul style="list-style-type: none">* Data reliability for shop floor employees* Good documentation practices* Annual training on data protection for computer software system* Electronic data management
Digitalisation To adapt to the new normal of virtual interactions and support digitalisation of specific business processes, we conduct sessions focused on application of digital tools. Some of our key sessions include:	<ul style="list-style-type: none">* Training to effectively use collaborative tools, such as Go To Meetings* VITAMIN series focused on digital and analytics adoption in the pharma sector* Digital marketing sessions
Technical skill development We have numerous programmes designed to upgrade the analytical, technical and job function-specific skills of our employees. Some of the key thematic areas covered through these trainings are: <ul style="list-style-type: none">* Gyandeeep initiative (a technical training series)* Statistical Process Quality Control (SPQC)* Pharmacovigilance* Quality and compliance* Product quality management* Good Manufacturing Practices (GMP)	<ul style="list-style-type: none">* Operation, functionality and maintenance of equipment, such as reactors, boilers among others* Equipment calibration and preventive maintenance* Field force focused training, such as brand protection training, selling skills, therapy and product knowledge for India and emerging markets* Standard operating procedures* Production planning and management
Soft-skill and behavioural development We emphasise on cultivating the right behavioural attributes that can enhance the efficiency of our employees. In FY21, we rolled out 23 new customised e-learning modules on success attributes. Our soft-skill focused programmes cover topics such as:	<ul style="list-style-type: none">* Time management* Presentation skills* Communication skills* Ability to execute* Enguru (to improve proficiency in English language)* Positive thinking and motivational training* Behavioural development

GRI 404-1

Driving excellence through our behavioural competency framework

Our behavioural competency framework is designed to unlock excellence by cultivating the right blend of behavioral competencies for leaders in our firm. The framework helps us devise learning and development trajectories for each employee to emerge as inspirational and resourceful leaders. Honing seven identified behavioural competencies play a vital role in cultivating a well-rounded, inclusive and enterprising leadership team. This framework is a crucial aspect of our leadership succession planning, and securing a pipeline of future-ready leaders.



Respecting and rewarding employee contributions

Over the years, we have built an inclusive and collaborative work culture that values each employee’s contribution and inspires excellence. We take pride in the diversity of our workforce and are committed to respecting diverse employee needs. We celebrate diverse cultural festivals and observe international days, such as Women’s Day to promote diversity and reduce unconscious bias.

To ensure that our employees feel secure, we extend various facilities like medical insurance, group term life insurance and accident insurance. We help our employees take a break and de-stress through our comprehensive leave programme. We also provide maternity, adoption and paternity leave aligned to regulatory requirements and support those returning to work after availing parental leave with crèche facilities either on the premise or through tie-ups with nearby crèches.

Empowering our female workforce

We encourage our women employees to pursue a fulfilling career with us. We conduct sensitivity training for managers on diversity and have also imbued diversity considerations into our policies. A dedicated women’s forum termed ‘SUNNARI’ helps our female employees come together to address issues or common concerns. Multiple initiatives are undertaken in this forum, such as Women’s Day celebrations, trainings, discussion on wellness topics, women safety and so on. We currently have several female employees in leadership positions across the organisation



GRI 401-2

Employee category	Ratio of basic salary of women to men (FY21)	Ratio of total remuneration of women to men (FY21)
Top Management	85.96:100	90.28:100
Senior Management	111.94:100	111.47:100
Middle Management	96.47:100	96.46:100
Junior Management	94.74:100	89.19:100
Associates/Non-management (Operator)	97.53:100	89.92:100

Parental leave FY21

Number of employees entitled to parental leave in FY21		Number of employees who took parental leave in FY21		Number of employees who returned to work in the reporting period after parental leave ended (FY21)		Number of employees who returned to work after parental leave ended (in FY20) and who were still employed 12 months after their return to work	
Male	Female	Male	Female	Male	Female	Male	Female
10,852	702	842	30	842	14	924	51

We believe that to create a motivated and empowered workforce, it is important to value, recognise and reward employee contributions. We ensure our remuneration across the workforce is industry competitive and benchmarked with an identified set of industry peers through independent compensation consultants. We also have employee recognition programmes that celebrate their achievements and contributions.

Our human rights commitment

We are dedicated to respect and protect the human rights of all our employees. We have zero tolerance to child labour, forced labour or discrimination based on gender, caste, creed, religion, marital status, sexual orientation, among other factors. We respect the right to freedom of association and have a management-recognised employee association, which covers ~4% of our employee membership as on March 31, 2021. We have robust procedures to mitigate violation of fundamental human rights.

In order to ensure the protection of human rights, we also conduct independent third-party audits at our facilities based on Sedex Members Ethical Trade Audit (SMETA) guidelines. These include evaluation on labour standards, health and safety, environment and business ethics as well as covers topics, such as freedom of association, safe and hygienic conditions, living wages, child labour, discrimination, among others. Training is provided to employees to create awareness on our commitment to the protection of human rights.

Employee training on human rights policies and procedures

Employee category	FY21	
	Male (Training manhours)	Female (Training woman hours)
Top Management	7	0
Senior Management	52	3
Middle Management	143	20
Junior Management	1,205	176
Non-management	762	2
Total	2,169	201

2,000+ hours

of human rights focused training imparted

GRI 405-2, GRI 401-3, GRI 102-41, GRI 407-1, GRI 408-1, GRI 409-1, GRI 412-1, GRI 412-2

Fostering a healthy and safe working environment

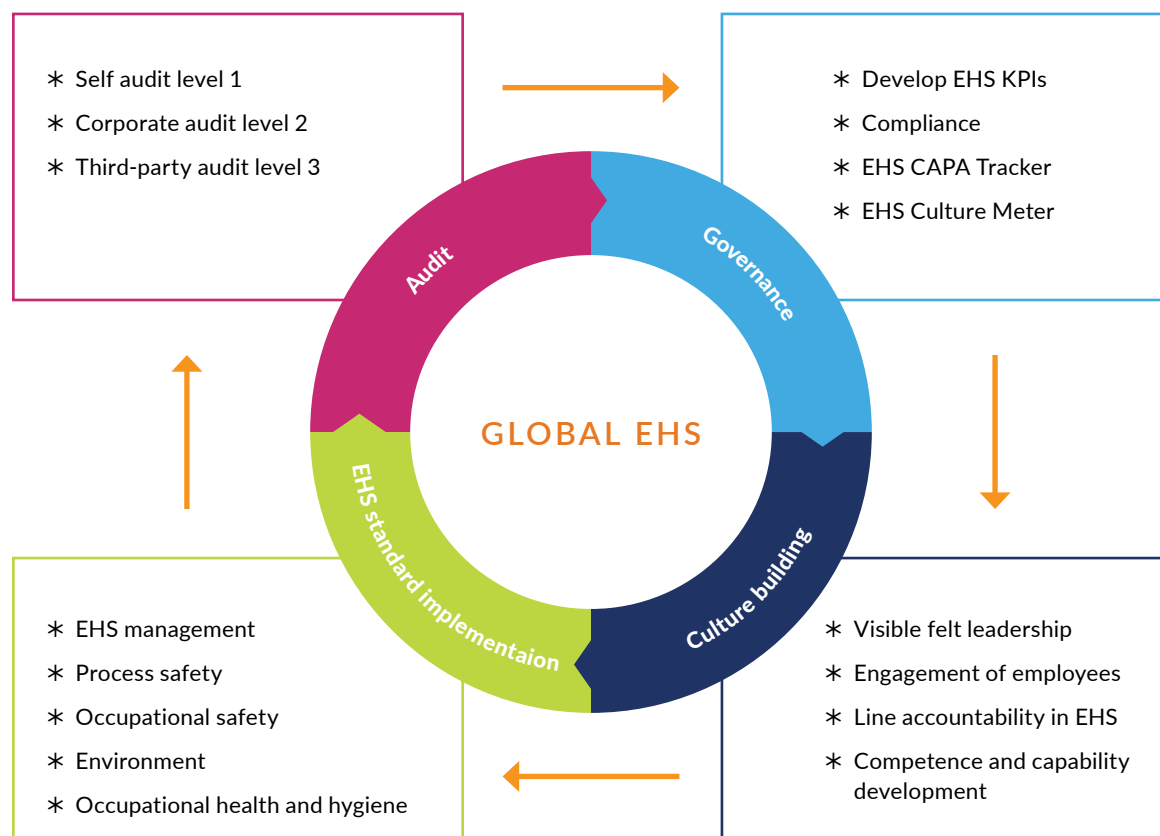
We employ a 360-degree approach to employee health and well-being management. Our programmes are designed to enable mental, physical and emotional well-being of our employees.

Employee health and safety

At Sun Pharma, employee safety comes first. We make consistent investments in safety-focused programmes and controls to strengthen our safety management system. All our manufacturing facilities have implemented safety management systems compliant with local regulations and based on recognised safety management standards. Around 86% of our manufacturing facilities (in the reporting boundary) are ISO 45001:2018 certified. To ensure consistent application of the EHS policy across our manufacturing facilities, we have developed global EHS standards and EHS guidelines.

The EHS guidelines lay down responsibilities and good practice guidance on specific EHS topics. EHS procedures also take into account the need for site-specific customisation on the basis of the nature of the process and local regulations. Our safety governance system empowers each employee to actively participate and take responsibility in fostering a safe working environment.

Please refer to the 'Safeguarding our environment' section for details on our multi-layered EHS governance mechanism on page 41.



GRI 403-1, GRI 103-1

Hazard identification and management

We have implemented process safety management based on 14 elements at our sites to establish safety at the workplace and in operations. Since the design stage of the project, process safety is ensured through the entire lifecycle, supported by periodic assessments and monitoring. Safe operations are ensured with the help of various tools of risk analysis, such as Environment Health and Safety (EHS) by design checklists, Hazard and Operability Analysis (HAZOPs), Hazard Identification and Risk Assessment (HIRA), Qualitative Risk Analysis (QRA), Job Safety Analysis (JSA), as well as any consequence modelling or siting studies. All health, safety and environmental hazard information for materials used in facilities, including the hazardous effects of inadvertent mixing of different materials, is evaluated, and corrective measures are implemented at all development and manufacturing stages. Any change in process and facility is addressed through the Change Management System in order to ensure a safe workplace.

Additionally, our site leadership team is also involved in proactively identifying unsafe acts and conditions. Some of the work-related hazards that entail ill-health or injury risk to our workforce include chemical handling, working at height or in high-noise area, solid charging reactor and dryer in pre-charged flammable solvent, handling of hazardous material and wastes, non-routine activities (e.g. hot work), among others. To protect our employees from such hazards, stringent administrative control, engineering control, work permit system, trained workforce as well as personal protective equipment are provided across our facilities. We have also developed stringent procedures for change management, work permit-based protocols, fire safety, pre-startup safety review, on-site emergency preparedness, disaster management planning among others.

14 Elements of Process Safety Management

Advanced risk assessment	Process safety information
	Process hazard analysis
	Operating procedures and safety practices
Control of work	Hot work permit
	Emergency preparedness and response
	Mechanical integrity
	Pre-startup safety review
Health and safety management	Training management
	Management of change
	Incident investigation
	Contractors
	Compliance audits
	Employee involvement
	Trade secrets



GRI 403-2, GRI 403-7

Employee health management

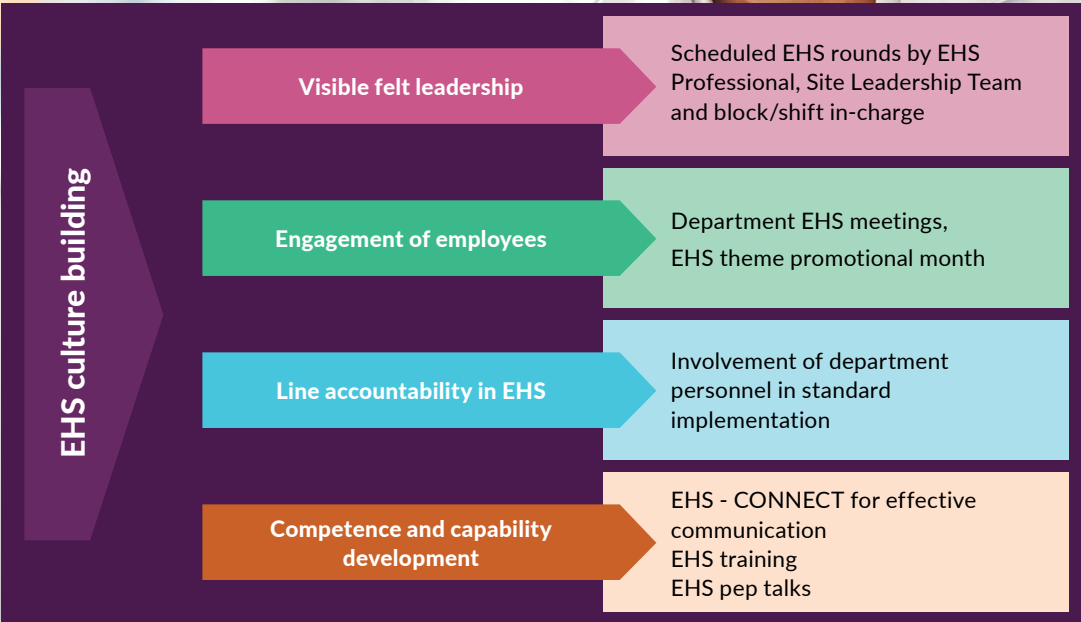
In recognition of the risks associated with our manufacturing processes, we have institutionalised a robust health management system for our employees. As part of this system, we have various administrative controls comprising well-defined processes and SOPs. Our health assessment and health promotion programmes include preventive, curative and advisory services for employee protection from occupational hazards. Pre-employment health check-ups are undertaken to ensure employees are physically fit for the role. We regularly conduct periodic health checkups for our employees at the occupational health centre present across our facilities. We maintain health records of employees while ensuring confidentiality in line with the commitments made in our Global Code of Conduct.

Each operational site has a qualified doctor and nurses available round the clock to monitor the health of our employees. High-risk health hazards are also identified through medical check-ups and any identified hazards are immediately addressed through our on-site emergency plan. We provide comprehensive health insurance schemes to every employee in line with our policy.

Our health education and promotion programmes encourage employees to follow a healthy lifestyle. As part of these initiatives, we also conduct awareness programmes concerning nutrition, the pandemic, cancer and important lifestyle-related diseases. Our contractual workforce is also encouraged to actively participate in our health-focused programmes.

Employee participation in building a safety culture

Building a safety-oriented mindset in our workforce is at the core of our safety management system. Our interventions focus on enabling employee consultation, participation and involvement in building a strong safety culture. We have adopted a blended approach encompassing informal interventions, such as toolbox talks, and formalised procedures. Employees are sensitised about embedding a proactive approach to safety in their day-to-day activities.



GRI 403-3, 403-6

Key facets of our safety management system

EHS-focused forums and meetings

We actively consult employees to step-up our safety initiatives through periodic Safety Committee meetings. Our EHS improvement plans are chalked out in collaboration with our employees ensuring their active involvement in strengthening safety management. Our internal EHS experts have periodic conversations with shop-floor personnel through informal meetings apart from the meetings conducted by the EHS department. We have formalised Safety Committees across our facilities with equal representation from workers and management.

Visible felt leadership

Site walkthroughs are undertaken by supervisors to ensure safe working conditions and safety conscious employee behaviour. The site leadership team also closely engages with our employees to share experiences to build a safety-focused culture.

EHS training

EHS trainings, conducted by internal experts as well as national and international experts, cover the entire workforce, including contractual employees. Trainings follow a blended approach, encompassing both classroom and practical training. Our in-house EHS experts also attend industry forums and events to share their insights on organisational safety.

Some key safety topics include:

- * International standards (ISO 14001:2015 and ISO 45001:2018)
- * EHS policies, rules, and site-specific procedures
- * Preventive maintenance of plant and machineries
- * Firefighting/Fire safety/Fire prevention

- * Emergency preparedness and response
- * Personal Protective Equipment (PPE)
- * Behaviour Based Safety (BBS)
- * Occupational health and hygiene
- * Safe handling of hazardous chemicals
- * Machine safety
- * Hazardous waste storage, handling and disposal

Incident reporting and knowledge sharing

We have IT-enabled global EHS platforms for incident reporting and knowledge sharing. The incident investigation and reporting process helps in identification of the root cause and devising corrective measures. Employees are encouraged to report work-related hazards and hazardous situations through the Safety Committee meeting, department Safety Committee meeting, drop-box, conversations with the supervisor in addition to the formalised Global EHS portal.

Audits

We undertake three categories of audits – self-audits, corporate audits, and third-party audits. The audits are conducted by internal and external experts ensuring multiple checks and measures towards identifying areas for improvement.

GRI 403-4, GRI 403-5

EHS Culture Meter

To evaluate the outcomes of safety training programmes and EHS interventions, we have introduced 'EHS Culture Meter'. This is a comprehensive evaluation tool to gauge the extent of EHS culture that is being imbibed within the organisation and covers aspects, such as leadership, engagement, training, system implementation, compliance, and lagging indicators. The evaluation is spread across sites, regions, departments, and at the corporate level to provide a holistic overview on the EHS culture, which additionally motivates our employees to prioritise EHS.

Overview of our safety performance

Workers covered by an occupational health and safety management system

Number of employees whose work/workplace is controlled by the organisation	Number of employees covered by OHS system	Number of employees covered by OHS system and internally audited	Number of employees covered by OHS system, audited or certified by an external party	Number of workers excluded
17,772	17,772	17,772	15,993	0

Work related injuries*

Year	Number of fatalities	Number of person-hours worked	Number of recordable work-related injury	Rate of fatalities	Rate of recordable work-related injury
Permanent employees					
FY20	0	26,284,540	14	0	0.11
FY21	0	25,633,849	16	0	0.12
Temporary employees					
FY20	0	18,624,280	10	0	0.11
FY21	0	14,398,047	8	0	0.11

Work-related ill health

Permanent employees			Temporary employees		
	Fatalities	Recordable cases		Fatalities	Recordable cases
FY20	0	3	FY20	0	1
FY21	0	1	FY21	0	0

GRI 403-8, GRI 403-9, GRI 403-10

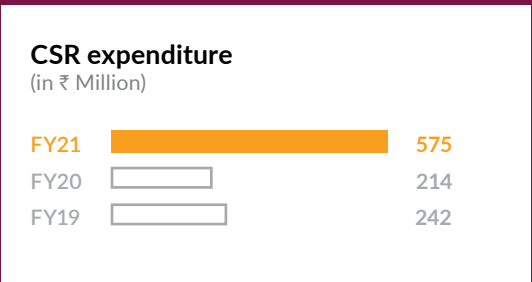
*High consequence work related injuries have not been monitored so far. We will begin monitoring FY22 onwards.

Building resilience in our society

Our philanthropic and volunteerism efforts reflect the essence of our ‘Sunology’, which believes in strengthening collaborations with our partners to drive positive impact across communities. As a socially responsible organisation, we aim to facilitate economic progress and enable sustainable growth across communities.

At Sun Pharma, we are cognisant of the value generated from our business activities and its subsequent impact on society. We leverage our scale and reach to promote inclusive development. Our Corporate Social Responsibility (CSR) policy guides our CSR programmes and activities, all of which are aligned to Schedule VII of the Companies Act, 2013 along with the Companies (Corporate Social Responsibility Policy) Rules, 2014. In FY21, our CSR expenditure increased to ₹575.59 Million from ₹214.19 Million in FY20.

We undertake periodic community need assessments to identify areas of impact and further strengthen the objectives of our CSR programmes. Independent third parties are also employed to assess the gaps in implementation and evaluate the progress of our CSR initiatives. Projects are also monitored by our CSR team through site visits, reports from implementation partners and village-level project committees. In FY21, there were no significant or actual negative impact on local communities.



GRI 103-1, GRI 103-2, GRI 103-3, GRI 413-1, GRI 413-2

Vision

To strive to bring about the holistic development of underserved communities in a sustainable and impactful manner




Mission

To leverage our people, expertise, and networks to address the needs of communities that we serve and thereby catalyse overall development


Objectives

- Serving the community**
Giving back to the community and addressing its needs is a key priority for Sun Pharma. The imperatives of the host community are gleaned through the bottom-up planning approach
- Focus on quality**
Delivering high quality support to meet the needs of the community
- Ensuring sustainability**
Introducing interventions in the communities that address critical needs and can become sustainable over a period of time
- Leveraging resources**
Utilising Sun Pharma's internal resources, such as research, marketing, financial, human resources, and products to maximise impact in social initiatives

Our seven CSR focus areas

-  Healthcare Programme
-  Education Programme
-  Rural Development Programme
-  Environment Conservation Programme
-  Sanitation Programme
-  Drinking Water Project
-  Disaster Relief Programme

We have provided brief insight into our key CSR focus areas and initiatives as part of our Annual Report 2020-21, Annexure D, Page No 54. Please refer to the link here

 <https://sunpharma.com/wp-content/uploads/2021/08/Sun-Pharma-Annual-Report-2020-21-and-Notice-of-29th-AGM.pdf>

Strengthening our social commitment



Healthcare Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Build non-profit, comprehensive cancer treatment facility (chemotherapy) and eye facility
- * Malaria elimination demonstration project
- * Establish a dedicated clinic space for dry eye amelioration
- * Provide financial support for health infrastructure development
- * Provide doorstep health services to target beneficiaries, inclusive of medicines and consultation with doctors
- * Support various health awareness drives

Key initiatives

- * Cancer Sanatorium Institute & Eye Hospital under implementation through the Shantilal Shanghvi Foundation. The hospital will provide facilities for chemotherapy and radiation treatment
- * Implemented the Malaria Elimination Demonstration Project in partnership with the Government of Madhya Pradesh, ICMR - NIRTH Jabalpur to eliminate malaria from 1,233 villages in the Mandla district of Madhya Pradesh
- * Introduced the Mobile Healthcare Unit (MHU) programme, implemented by Sun Pharma Community Healthcare Society. MHU vans cover more than 200 villages and provide services across maternal, neonatal and reproductive health, among others
- * Launched the Initiative for Dry Eye Amelioration (IDEA) in partnership with the Hyderabad Eye Institute to provide curative treatment for dry eyes



Education Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Ensure 100% literacy and quality education for marginalised sections of society
- * Set up digital classrooms in government schools
- * Provide remedial education for students of Class 12
- * Provide trainings for innovative teaching methodologies
- * Reduce school drop-out rates
- * Enhance dairy and agricultural research

Key initiatives

- * Established the Model School Development Programme to reduce school drop-out rates, increase enrolment rate, provide quality education and enhance school infrastructure
- * Implemented the Digital Classroom Project to enhance the quality of education across government schools
- * Established a Pharma Research Laboratory at the Agriculture Development Trust in Baramati to strengthen academic research across pharmaceutical, dairy and agriculture practices
- * Implemented the Single Teacher School Programme in the interior villages of Tamil Nadu to educate underprivileged rural children
- * Implemented the Model Anganwadi Development Programme to enhance infrastructural facilities in Government Anganbari Centres at Vadodara



Rural Development Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Upgrade existing rural infrastructure
- * Enhance quality of education
- * Provide clean drinking water for underprivileged communities
- * Provide vision surgery for children
- * Renovate community buildings in villages for public use
- * Install solar street lights
- * Provide opportunities to enhance livelihoods
- * Provide skill development training

Key initiatives

- * Swades Model Village Development Programmes has been implemented in partnership with Swades Foundation, Mumbai to enhance focus on drinking water, livelihood generation, quality education, dairy development, healthcare services and infrastructure development in rural parts of Raigad District, Maharashtra
- * Established a skill development centre at Malanpur, enabling economic empowerment of women among underprivileged sections of society
- * Installed solar street lights across rural areas in Gujarat, Maharashtra, and Dadra & Nagar Haveli
- * Launched an online campaign for the 'Donate a Plate' campaign to provide underserved sections of the society with food during festivals
- * Rural infrastructure development aided 1,070 households across villages



Environment Conservation Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Enhance tree plantation activities
- * Rainwater harvesting systems

Key initiatives

- * Implemented the Green Development Programme to enhance awareness on sustainability across schools and communities
- * Conducted awareness generation sessions through the 'Say No to Plastic' campaign at Mohali (Punjab) and Paonta Sahib (Himachal Pradesh)
- * Plantation of saplings at Vadodara (Gujarat), Ahmednagar (Maharashtra), Panoli (Gujarat) and Madurantakam (Tamil Nadu)

Strengthening our social commitment



Sanitation Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Construct toilet blocks for individual families, communities and also in government schools
- * Increase the number of Open Defecation Free (ODF) villages

Key initiatives

- * Implemented the School Toilet Construction Project to improve hygiene and sanitation facilities across schools, benefiting 1,421 students
- * Installed Individual Household Toilets (IHHTs) in Gujarat, Maharashtra, UT of Dadra and Nagar Haveli and Tamil Nadu to reduce open defecation practices



Drinking Water Project



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Construct and maintain tube wells for safe and potable drinking water supply
- * Build bore-well based drinking water systems
- * Provide water storage tanks
- * Renovation and restoration of existing water supply systems
- * Establishment of water committees at the village level for efficient project implementation

Key initiatives

- * Developed rainwater harvesting systems across public buildings in two schools at Halol. The harvested water was used for school toilets and drinking water
- * Implemented initiatives to reduce water-borne diseases in rural areas of Ahmednagar (Maharashtra), Toansa (Punjab) and Paonta (Himachal Pradesh)
- * Construction of Mini Water Works to provide seamless access to water for rural women



Disaster Relief Programme



Sustainable Development Goals (SDGs) addressed



Key objectives

- * Provide medicines, masks, sanitisers and other such required equipment to combat the COVID-19 pandemic

Key initiatives

- * Augmented COVID-19 awareness programmes
- * Provided relief material, medicines, sanitisers, masks and PPE kits to frontline workers
- * Set up a COVID-19 testing center at UT of Ladakh with requisite training and logistical support
- * Provided food kits for daily wage workers during the pandemic
- * Donated Favipiravir in India and also provided HCQS to US market
- * Developed COVID-19 care isolation and treatment centres