

Fostering a healthy and safe working environment

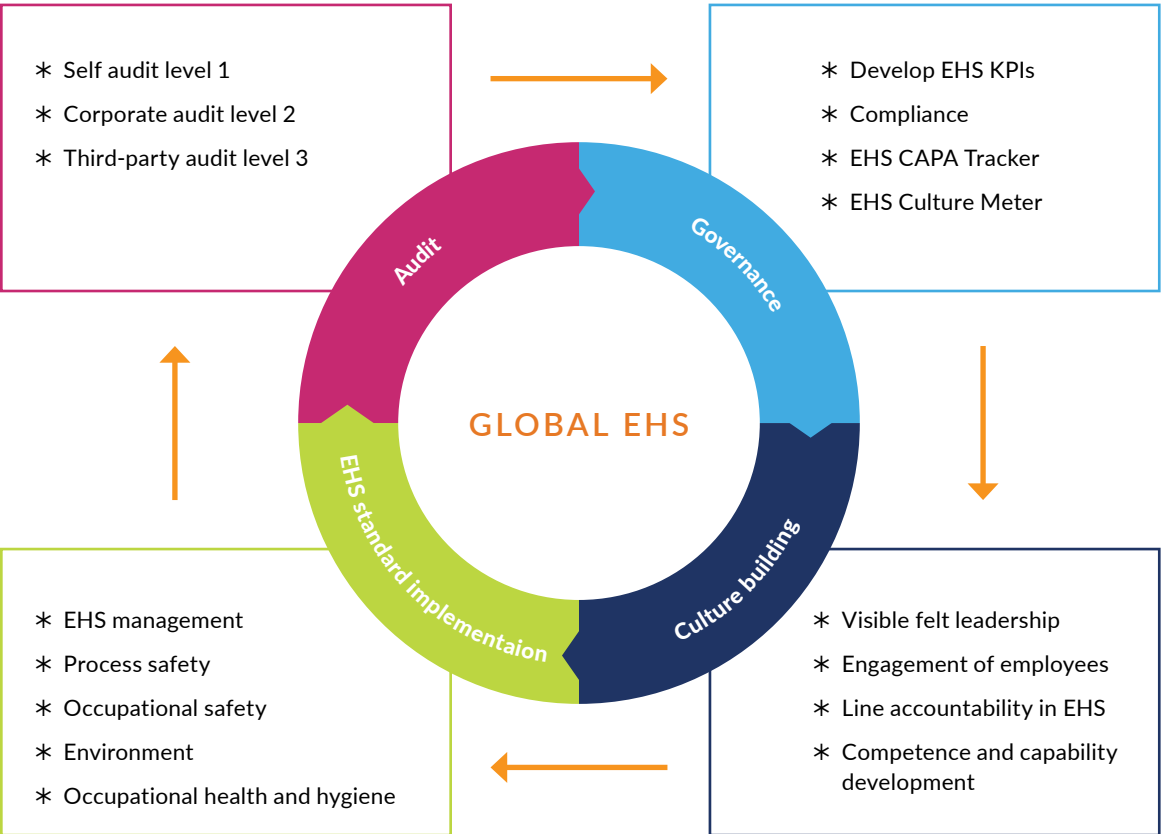
We employ a 360-degree approach to employee health and well-being management. Our programmes are designed to enable mental, physical and emotional well-being of our employees.

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

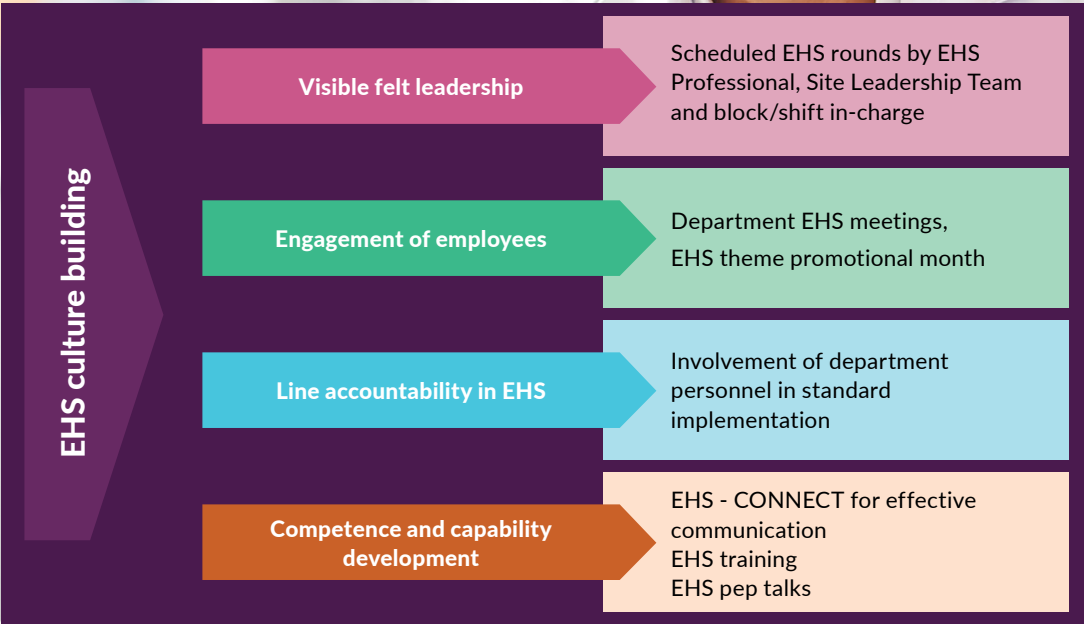
In recognition of the risks associated with our manufacturing processes, we have institutionalised a robust health management system for our employees. As part of this system, we have various administrative controls comprising well-defined processes and SOPs. Our health assessment and health promotion 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.