



Ref: Syn/CS/SE/AGM/2022-23/Sept/01

Syngene International Limited
Biocon Park, SEZ,
Bommasandra Industrial Area – Phase IV
Bommasandra Jigani Link Road,
Bangalore 560099, India
T +91 80 6891 9191
CIN: L85110KA1993PLC014937
www.syngeneintl.com

September 02, 2022

To,
The Manager,
BSE Limited
Corporate Relationship Department
Dalal Street, Mumbai – 400 001
Scrip Code: 539268

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the FY 2021-22

We refer to our letter dated June 27, 2022, wherein the Company had submitted the Annual Report for the financial year 2021 -22, including the Business Responsibility and Sustainability Report ("BRSR") in terms of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Further, pursuant to Exchange notice no. 20220715-14 dated July 15, 2022, please find enclosed the BRSR for FY 2021-22.

The Company has filed the BRSR in XBRL mode with the Exchange and the said report is being separately submitted as advised vide the above referred communication.

Request you to kindly take this intimation on record.

Thanking You,
Yours faithfully,
For **SYNGENE INTERNATIONAL LIMITED**

Priyadarshini Mahapatra
Company Secretary and Compliance Officer

Encl.: Business Responsibility and Sustainability Report for the FY 2021-22

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L85110KA1993PLC014937
2. Name of the Listed Entity	Syngene International Limited
3. Year of incorporation	1993
4. Registered office address	Syngene International Limited Biocon SEZ, Biocon Park, Plot.No.2 & 3, Bommasandra Indst. Area IV Phase, Jigani Link Rd, Bommasandra Bangalore-560099
5. Corporate address	Syngene International Limited Block II, First Floor, Velankani Technology Park, Electronic City Phase I, Bangalore 5600100, India
6. E-mail	investor@syngeneintl.com
7. Telephone	080 6891 5000
8. Website	www.syngeneintl.com
9. Financial year for which reporting is being done	2021-2022
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	Rs 400,79,65,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Priyadarshini Mahapatra (Office) 080 6891 5000 Email Id: investor@syngeneintl.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a standalone basis

II. Products /Services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Contract research, development and manufacturing services	Provide scientific solutions through integrated research, development and manufacturing.	100

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of Turnover of the entity
1	Contract research, development and manufacturing services	NIC code :72 (Scientific Research and Development)	100

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
Bangalore	2	2	4
Mangalore	1	0	1
Hyderabad	1	0	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of countries)	35

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contribute to ~90% of the revenue from operations for FY22.

c. A brief on types of customers:

Syngene offers services in a wide range of industrial sectors, including pharmaceutical, biotechnology, nutrition, animal health, consumer goods and speciality chemical. The clientele of Syngene includes:

- i. Large Biopharma (Companies with R&D spend greater than \$1 Bn)
- ii. Mid-sized Biopharma (Companies with R&D spend less than \$1 Bn and greater than \$200 Mn)
- iii. Emerging Biopharma (Companies with R&D spend less than \$200 Mn)
- iv. Animal Health companies
- v. Agrochemical (Companied focussed on largely agriculture and nutrition segments)
- vi. Chemical/Polymers (Performance and speciality materials and chemicals)

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No	Particulars	Total	Male		Female	
		(A)	No.(B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	5975	4348	72.8%	1627	27.2%
2.	Other than Permanent (E)	337	227	67.4%	110	32.6%
3.	Total employees (D + E)	6312	4575	72.4%	1737	27.5%
WORKERS						
4.	Permanent	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	862	692	80.2%	170	19.7%
6.	Total workers (F + G)	862	692	80.2%	170	19.7%

Note: The following categorization of employees applies:

Permanent employees: all permanent employees on the payroll (full time and part time)

Other than permanent employees: Contractual associates, interns, trainees, partners

Permanent Workers: (none)

Other than permanent workers: casual staff, administration, security, housekeeping

b. Differently abled employees and workers*:

S.No	Particulars	Total (A)	Male No.(B)	Male % (B / A)	Female No. (C)	Female % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil	1	0.00%	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently employees (D + E)	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS						
4.	Permanent	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

* Based on self-declaration at joining

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females No.(B)	% (B / A)
Board of Directors	9	4	44.44%
Key Management Personnel	3	1	33.33%

20. Turnover rate for permanent employees and workers

	FY22 (Turnover rate in current FY®)			FY21 (Turnover rate in previous FY)			FY20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.2%	28.1%	25.2%	16.4%	17.8%	16.8%	14.3%	19.3%	15.4%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

@In common with global trends, employee turnover was higher in FY22. It is expected to stabilize in the current financial year.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding /subsidiary /associate companies /joint ventures

S.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Biocon Limited	Holding	-	No
2	Syngene USA Inc	Subsidiary	100	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act,2013 : Yes

(ii) Turnover : Rs. 26,014 Mn as on 31st March 2022

(iii) Net worth : Rs. 32,920 Mn as on 31st March 2022

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) [®]	FY22			FY21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes	07	Nil	Nil	12	Nil	Nil
Customers	Yes	03	Nil	Nil	17	04*	Nil
Value Chain Partners	Yes	24	24	Nil	32	32	Nil
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

[®]Some of the policies guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the company's website. The weblink is: <https://www.syngeneintl.com/investors/corporate-governance/governance-reports-policies/>. In addition, there are internal policies placed on the intranet of the Company.

*Complaints pending as at the end of the financial year, but subsequently resolved.

24. Overview of the entity’s material responsible business conduct issues

Indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk alongwith its financial implications, as per the following format:

S.no	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Risk of safety hazards in operations due to fire and/or due to chemical, biological nature of work performed	Risk	This risk is inherent in the nature of our business as we store, move and handle hazardous materials	<p>This risk is mitigated via 6 strategies:</p> <ul style="list-style-type: none"> Improving mindset and behavior by following operational discipline Infrastructure, preventive maintenance, upkeep of engineering controls (interlocks, alarms from detection systems) Following KAVACH, the safety risks reduction programme, which includes hazard identification, hazard communication, risk assessment and adopting control measures. Conducting training and drills for emergency response management Conducting internal and external audits Strengthening biological safety program through: <ul style="list-style-type: none"> Research program review through the biosafety Cell and Institution Biosafety Committee Assessments and audits of work practices, facilities, and equipment for use at established biosafety containment levels Consultation and training regarding occupational exposure to potentially hazardous biological materials. 	Safety hazards may have negative implications including loss of life, property, financial and reputation damage
2	Risk of non-compliance to environmental/health/safety regulations leading to loss of license to operate/reputational damage	Risk	Due to the inherent nature of business, the company must comply with environmental, health and safety regulations.	<p>Risk mitigation of regulatory non-compliances follows a strategy that involves identification, resolution and escalation:</p> <ul style="list-style-type: none"> Identify the applicable Acts, regulations and the requirements arising therefrom Validate and initiate actions for compliance Monitor for changes in laws, check applicability and implement Governance on actions undertaken and implementations of changes Software/tool-based approach being used for identification of gaps in compliance to all Environment, health and safety regulations Constant engagement with regulatory authorities to identify actions required to ensure all approvals are in place Working in collaboration with the Biocon group companies to ensure all “group-level” compliance commitments are met. 	Non-compliance may have negative implications including legal, regulatory, financial and reputational loss

S.no	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Adverse events relating to business integrity and ethics – US Foreign Corrupt Practices Act, UK Anti Bribery and Indian Prevention of Corruption Act, thereby jeopardizing own governance model and putting client relations at risk; This risk may arise from associations with supplier failures as well.	Risk	Syngene's clients are mainly located in the US or Europe so all contracts are covered by the respective act.	<p>The approach to risk mitigation has 3 elements: the establishment of a company ABAC policy (which also applies to suppliers); Mandatory training for all employees every year; and a program of supplier assessments conducted by a third party.</p> <p>Implementation of ABAC Policy:</p> <ul style="list-style-type: none"> ABAC policy was rolled out in April 2021, along with an all-employee communication about the policy implementation. <p>Conducting Training:</p> <ul style="list-style-type: none"> 100% employees to complete annual mandatory training on Code of Conduct and Ethical practices which includes anti bribery aspects Execution. Additionally, specific Annual mandatory Learning Modules on ABAC policy and procedures to be rolled out for all employees in FY23. <p>Vendor Assessment:</p> <ul style="list-style-type: none"> ABAC assessment for all critical vendors completed in March 2021; ABAC assessment for all new vendors prior to onboarding implemented from April 2021. 715 new vendors have been onboarded from April 1, 2021. ECOVADIS, global ESG assessor, onboarded to scan full base of vendors and rollout a process to create a sustainable and compliant supply chain ABAC governance structure implemented through the Compliance Management Tool effective November 2021. 	Non-compliance can lead to legal, financial, reputational and regulatory implications.
4	Delay or disruption in sourcing raw materials, equipment and spares in a timely manner due to disruption in local or global supply chain thereby leading to delayed delivery of services to our clients; Ensuring integrity of GMP supply chain	Risk	Syngene manages a complex supply chain that requires niche sourcing skills, timely delivery and demanding specifications from its suppliers	<p>The issue of sourcing resilience is managed by the following program:</p> <ul style="list-style-type: none"> A strong business continuity plan Building skill-based teams for sourcing, procurement operations and business partnering Improvement of supply ecosystem to bolster supply chain resilience; Logistics capabilities have been enhanced Category management capabilities are being improved to drive cost leadership and efficiency in sourcing 	This risk may have negative implications including loss of business, financial and reputational loss

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements. The NGRBC as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect and make efforts to restore the environment
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	N*	Y	Y
* Syngene, through regular engagement with specific external stakeholders, regulatory authorities and industrial associations, plays an active role in influencing public policies. While the Company may share its expertise to help in the formulation of public policy, it does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose									
b. Has the policy been approved by the Board?	While some policies have been approved by the Board, few policies are approved by the CEO & MD or the Executive Committee members within their delegated powers.								
c. Web Link of the Policies, if available	All policies are available on the intranet for internal stakeholders. However, policies applicable to external stakeholders are hosted on the Company's website at https://www.syngeneintl.com/investors/corporate-governance/governance-reports-policies/								
2. Whether the entity has translated the policy into procedures.	Yes. The Company has translated the policies into procedures and practices, as applicable in all the activities that it undertakes.								
3. Do the enlisted policies extend to your value chain partners?	Yes. The Company's Code of Conduct, Supplier's Code of Conduct as well as Sustainable Procurement Policy refer to the above-mentioned policies and there are consequences for non-compliance by stakeholders.								

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

P2

- ISO Certificate for Quality Management System (ISO 9001:2015)
- GxP standards (the global standard for documentation-ALCOA plus*)
- USFDA - Good Manufacturing Practices
- EU – Good Manufacturing Practices
- Japan – Good Manufacturing Practices
- India – Good Manufacturing Practices (as per Schedule – M of Drugs and Cosmetics Act)
- Organization for Economic Co-operation and Development (OECD) guidelines
- New Drugs and Clinical Trial Rules, 2019
- ICH Series guidelines
- ISO Certificate of Registration for Medical Device Quality Management (ISO 13485;2016)
- GLP (Good Laboratory Practices) Certification by the National GLP Compliance Monitoring Authority, Government of India
- ISO IEC 17025:2017, National Accreditation Board for Testing and Calibration Laboratories (NABL)
- ISO 15189:2012, NABL and College of American Pathologists (CAP) for Clinical and Molecular diagnostics
- Accredited for bioequivalence / bioavailability and Phase I studies on healthy volunteers by US FDA – USA, MHRA / EMA – UK and ANVISA – Brazil
- ISO Certificate for Information security management System (ISO/IEC 27001:2013)

P3

- ISO Certificate for Occupational Health and safety management System (ISO 45001:2018)

P6

- ISO Certificate for Environment Management System (ISO 14001:2015)

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

- The aim is for 100% of employees to have completed 4 'Licence to operate' training modules every year concerning: Code of business conduct; Data integrity; Prevention of sexual harassment; Data privacy
- The Company is committed to applying high environmental standards to its operations with a particular focus on energy, waste management and water. It also sets an annual target for workplace safety.
- While adhering to regulatory requirements, the Company endeavors to increase efficiency of research and development processes which is good for the client and also for the planet.
- The Company is committed to creating a diverse and inclusive workplace that enables everyone to deliver their best work. While no targets have been set, workplace analytics related to gender, age, access to maternity/ paternity benefits and attrition are monitored monthly.
- The Company has established an ESG Council, chaired by the MD & CEO, to provide oversight for implementation of the ESG strategy. Operations apply the 3Rs approach to environmental management with particular focus on energy, water and waste.

**The acronym ALCOA requires data to be attributable, legible, contemporaneous, original, and accurate. The acronym ALCOA+ adds the concepts that, in addition to ALCOA, data also needs to be complete, consistent, enduring, and available*

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Performance of the entity against the specific commitments are as under:

Quality Management:

- 70 audits of operations conducted in FY22

Operational Excellence:

- In FY22, 80% of teams showed an improvement in QUOTIF (performance measurement units)

Responsible Procurement:

- Partnered with Eco-Vadis for benchmarking on ESG parameters.
- Internally evaluated 81 principal suppliers entailing 170+ suppliers on sustainable procurement
- Completed ABAC compliance for ~1350 vendors
- 120 vendors completed 14 different safety trainings
- 45 vendor site safety audits conducted in FY22
- 55% of high-risk vendors audited in FY22

Cyber Security:

- ISO 27001:2013 certification availed for all IT systems
- Disaster recovery plans for all IT-led processes in place
- Disaster recovery drills carried out for all key applications in FY22
- Cyber security simulation exercise conducted during the financial year

Talent Acquisition and Retention:

- In FY22, 378 new graduates were hired, 50% more than last year.
- 100% male employees and 93% female employees returned to work in the reporting period after parental leave had ended
- 91% male employees and 90% female employees were still employed after their return to work
- A total of 722,527 hours of behavioral and technical training was completed by employees

Diversity and inclusion at workplace

- In FY22, women constituted 27% of the permanent workforce
- 34% of new hires for FY22 were women
- Women formed 22% of the new hires at the Management level, 35% at the Non-management level and 35% of contractual employees

Reduction in energy consumption

- Reduction of energy consumption by 1,890,000 KWH

Responsible usage of water

- Reduction by 20% in freshwater usage compared to FY21
- 5% of waste-water was recycled or reused in FY22

Recycling, reuse and disposal of waste

- Avoided 1720 tCO₂ greenhouse gas emissions
- Recycling of 92% of total hazardous and non-hazardous waste generated from operations in FY22

Occupational Health and Safety

- LTFR for FY22 was 0.04
- Total Recordable Case Frequency Rate for FY22 was 0.04

Governance, leadership and oversight

- 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):** Refer page no. 20-21 of the Annual report, 'Message from the Managing Director and CEO'
- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** The governance related to Business Responsibility policies is implemented and reviewed periodically by the Executive Committee, with oversight from the Stakeholders Relationship and ESG Committee of the Board.
- 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.** Yes, Stakeholders Relationship and ESG Committee is responsible for decision making on sustainability related issues.
In addition, the Risk Management Committee also assesses risks pertaining to certain principles of BR as identified by Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee together with the frequency of the review
Performance against above policies and follow up action	Policies of the Company are reviewed periodically or on a need basis by department heads, business heads and MD&CEO. During this review, the efficacy of the policy is reviewed and necessary changes are implemented.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable.
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	An internal review of the workings of the BR policies has been carried out. However, no external assessment evaluation/assessment has been undertaken.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Principle 7- Syngene, through regular engagement with specific external stakeholders, regulatory authorities and industrial associations, plays an active role in influencing public policies. While the Company may share its expertise to help in the formulation of public policy, it does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held and topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Exclusive sessions on Environment, Social and Governance (ESG), Board’s Role and Responsibilities were conducted for the Board. In addition, a monthly report is shared with the board members apprising them on the division/function wise developments.	Environment, Social and Governance -100 % Board’s Role and Responsibilities -70%
Key Managerial Personnel	Training was undertaken on various topics namely Code of Ethics, Integrity and Whistle-Blower Policy, Information Security Awareness, Job Description Addendum for Operating Units/ Department Heads, Phishing and Social Engineering Awareness, Code of Conduct for Prevention of Insider Trading, POSH Awareness for Remote Workforce, Data Integrity, Data Privacy	Code of Ethics, Integrity and Whistle-Blower Policy – 100% Information Security Awareness-100% Job Description Addendum for Operating Units/Department Heads-100% Phishing and Social Engineering Awareness-100% Code of Conduct for Prevention of Insider Trading-100% POSH Awareness 100% Data Integrity -100% Data Privacy-100%
Employees other than BoD and KMPs	All employees undergo various training programs throughout the year. Owing to the pandemic, during the year, most training happened through blended learning which entailed virtual classroom initiatives, along with e-learning modules. Training was undertaken on various topics/aspects namely Behavioral Competency Based Training, Emerging leadership development program, Technical, Code of ethics, Information security, POSH remote work force, Data Integrity	Behavioural - 78% Competency Based Training - 34% Emerging leadership development program - 38% Technical - 48% Code of ethics – 100% Information security -97% POSH remote work force – 100% Data Integrity – 96%
Workers	Behavioral, health and safety related training Skill upgradation program	Behavioral, health and safety related training - 100% Skill upgradation program-78%

NOTE:

As part of sustaining the license to operate, every employee must complete the eLearning modules on: Code of ethics, Prevention of Sexual Harassment (POSH), Information security and Data Integrity. Any employee who joins the organization goes through the induction where these four topics are covered, and they are assigned with these modules with due date of 30 days. This is annual activity for all other the employees.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

NIL

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has implemented the anti-bribery and anti-corruption policy together with its governance framework. The policy is committed to conducting business in an honest and ethical manner and displays zero-tolerance towards bribery and corruption. All employees of the Company or any Group Company or any person working on behalf of the Company in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with the Company, wherever located are bound by the Policy to uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which the Company operates. All such persons must not give, promise to give, or offer, a payment, gift, hospitality or other benefit with the expectation or hope that a business advantage will be received, or to reward a business advantage already given.

As an organization driven by ethics and fairness, Syngene is committed to conducting its business activities in accordance with all applicable laws and regulations that prohibit bribery or corruption such as the Prevention of Corruption Act, 1988, U.S. Foreign Corrupt Practices Act (“FCPA”), and U.K. Bribery Act and all other anti-bribery laws of the countries where Syngene and its clients operate. This prohibition against bribery and corruption is a cornerstone of Syngene’s commitment to conducting business in an ethical manner, which is one of the core values reflected in Syngene’s Code of Ethics and Business Conduct. Syngene expects all its employees and business partners to abide by this Anti-bribery Anti-corruption standards.

The laws relating to bribery and corruption applies across the borders and Syngene including its suppliers rendering services to its clients can jointly and individually be held liable for any such offences. Antibribery laws not only render the act of paying or taking a bribe illegal, but also hold companies liable for failing to take steps to prevent bribery by those working on its behalf, like it’s employees, subsidiaries, agents, contractors, suppliers and intermediaries.

The Syngene Anti-Bribery and Anti-Corruption Statement is hosted on the Company’s website at : <https://syngene-aws-storage01.s3.ap-south-1.amazonaws.com/wp-content/uploads/2021/04/08142526/Syngene-Anti-Bribery-Anti-Corruption-Statement.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption in FY22 and FY21:

Nil

6. Details of complaints with regard to conflict of interest:

	FY22		FY21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY22	FY21	Details of improvements in environmental and social impacts
R&D [@]	Nil	Nil	NA
Capex	Nil	Nil	NA

@ Syngene is in the business of performing Research & Development activities on behalf of its client on a contract basis. Syngene does not incur any Research & Development expenditure on its own.

- a. Does the entity have procedures in place for sustainable sourcing?**

Yes. The Company has implemented sustainable sourcing procedures in line with its Sustainable Procurement Policy, which became effective from November 2020 and was reviewed and revised in January 2022. Measuring and accounting for how the suppliers impact the natural world is an emerging necessity. Syngene has been collaborating with its business partners to understand and measure the environmental impact to meet industry standards. Our Sustainable Procurement Policy has been drafted in alignment with the terms outlined in the Supplier Code of Conduct.

(The Sustainable Procurement Policy can be accessed at: <https://cdn.syngeneintl.com/2022/01/27163931/Supplier-code-of-Conduct-2022.pdf>)

- b. If yes, what percentage of inputs were sourced sustainably?**

Currently, Syngene has commissioned assessments from the ESG rating agency (Eco-Vadis) for, the high risk and top spend vendors based on the nature of their business. In FY22 approx. 80 principal vendors who contribute to ~40% of the total spend have been assessed.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Syngene has replaced single use plastics with biodegradable poly liners, that are used for packaging to safeguard environment. E-wastes, hazardous wastes and other wastes are processed through State Pollution Control Board authorized re-processors, recyclers and disposal facilities. In addition to the waste generated by the day-to-day activities of the staff working on campus, the Company generates specialist hazardous and non-hazardous waste within the laboratories and manufacturing plants. On-site waste management facilities are inspected regularly for compliance with local standards and regulations.

The Company's waste management strategy focuses in two areas: reduction of waste generation; and increase of waste recycling and reuse wherever possible using the principles of the circular economy. A dedicated 4,000 sq.ft. waste management facility was inaugurated during the previous year at the main campus in Bangalore to handle non-hazardous waste, hazardous waste, and biomedical waste generated from operations. Onsite waste collection is undertaken by electric vehicles as an emissions reduction measure. Solid and liquid hazardous waste is collected in leakproof containers and these are segregated based on compatibility and hazardous waste categorization. Hazardous waste that cannot be recycled is incinerated to avoid contamination. A purpose-built waste storage facility is used for segregation and efficient management of incinerable and recyclable hazardous waste.

Waste-water generated by our laboratories and manufacturing facilities is transferred to a specialist effluent treatment plant, where it is processed and recycled for use in utilities and landscaping, meeting the regulations of the pollution control boards. In FY22, 92% of total hazardous and non-hazardous waste generated from our operations was recycled. The remaining un-recyclable proportion of both hazardous and biomedical waste was incinerated according to the prevailing Hazardous Waste Management Rules and Biomedical Waste Management Rules under Environmental Protection Act.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Syngene falls under the category of Importer out of PIBO (Producer, Importer or Brand owner) under Plastic Waste Management Rules. The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan and Syngene has applied for registration as Importer at CPCB online portal in line with the said rules.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total	Insurance ¹		Accident insurance		Maternity benefits ²		Paternity Benefits		Day Care facilities ³	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	4348	4348	100%	4348	100%	-	-	4348	100%	-	-
Female	1627	1627	100%	1627	100%	1627	100%	-	-	-	-
Total	5975	5975	100%	5975	100%	1627	100%	4348	100%	-	-
Other than Permanent Employees											
Male							NA			-	-
Female							NA			-	-
Total							NA			-	-

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities ³	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male							NA			-	-
Female							NA			-	-
Total							NA			-	-
Other than Permanent workers											
Male	56	56	100%	56	100%			NA ⁴		-	-
Female	1	1	100%	1	100%			NA ⁴		-	-
Total	57	57	100%	57	100%			NA⁴		-	-

1. Health Insurance, accidental insurance is provided to all full-time/permanent employees only.
2. Male employees can claim maternity related expenses (medical hospitalization) for their spouses.
3. Organization wide we have a tie up with day care facility providers, which our employees and workers can use as needed. During the pandemic, following Government guidance, day care facilities were closed in FY22. The day care service is likely to resume in FY23.
4. Casual workers (Other than Permanent workers) are covered under Employee's State Insurance Act. They are additionally provided with health and accidental insurance.

2. Details of retirement benefits, for FY22 and previous financial year.

Benefits	FY22			FY21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
Provident Fund ¹	100%	100%	Yes	100%	100%	Yes
Gratuity ²	100%	100%	NA	100%	100%	NA
ESI ³	2.61%	93.39%	Yes	2.76%	767 (93.65%)	Yes
Others – please specify (National Pension Scheme) ⁴	2.70%	NA	Yes	2.91%	NA	Yes

1. All full-time employees are covered under Provident fund and Gratuity act as per appointment letters.
2. Gratuity is paid to eligible exiting employees through full and final settlements.
3. Casual workers (Other than Permanent workers) are covered under Employee's State Insurance Act. They are additionally provided with health and accidental insurance.
4. NPS is a long-term investment tool extended to corporate employees by the Government of India. Employees can make a voluntary contribution of up to 10% of basic salary. The total amount is eligible for tax exemption u/s 80CCD (2) of the Income Tax Act. The contributions cannot be withdrawn until retirement.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to embracing inclusion and diversity in its campuses. The Company's facilities have the necessary infrastructure in place to ensure access and inclusion for differently abled staff.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Syngene is an Equal Opportunity Employer and does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination. The Code of Conduct and Business Ethics covers the aspects on fair employment, anti-harassment and non-discrimination, which is available at <https://cdn.syngeneintl.com/2020/11/10171740/Code-of-Ethics-and-Business-Conduct-2018.pdf>

5. Return to work and retention rates of permanent employees and workers* that took parental leave.

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	90.5%
Female	93.2%	89.8%
Total	98.4%	90.4%

* The Company doesn't have any permanent workers

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Yes. The Company has the following grievance redressal mechanisms for employees and workers:

Permanent Employees	<p>Employees, associates trainees and interns, can raise their concerns through the following channels:</p> <p><u>Whistleblower Committee</u></p> <ul style="list-style-type: none"> • Purpose: to make protected disclosures of any actual or suspected incidents of unethical practices, violation of applicable laws & regulations including the Code of Ethics & Business Conduct • Committee Constitution – CHRO, Head of Legal and Head of department (one female member mandatory) • Contact details: Hotline: 0008000502115 for India and (844)9053016 for United States Website: www.syngeneintl.ethicspoint.com Email: Chairman.Auditcommittee@syngeneintl.com <p><u>Prevention of Sexual Harassment Committee</u></p> <ul style="list-style-type: none"> • Purpose: to report matters related to sexual harassment in the Company • Internal Complaints Committee comprises the Chairperson, 8 internal members and an external advisor. • Contact details: posh.committee@syngeneintl.com <p><u>Grievance Committee</u></p> <ul style="list-style-type: none"> • Purpose: To report real or perceived concerns in relation to work, general administration, payroll/ reimbursements or any other concern in relation to any existing policy which is raised by an employee (complainant) within scope of company defined policies. • Grievance Committee comprises the Administration team lead, Performance Management lead and a senior member from Finance team • Contact details: Grievance redressal portal available on the Company's intranet
Other than Permanent Employees	Same mechanisms as permanent employees
Permanent Workers	Not Applicable (The Company doesn't have any permanent workers)
Other than Permanent Workers	Same mechanisms as permanent employees

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

None

8. Details of training given to employees and workers*:

Category	FY22					FY21				
	Total no of Manpower	On Health and safety measures		*On Skill upgradation		Total no of Manpower	On Health and safety measures		*On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4585	4585	100%	2387	52%	4572	4572	100%	3352	73%
Female	1738	1738	100%	1276	73%	1563	1563	100%	1225	70%
Total	6323	6323	100%	3663	58%	6135	6135	100%	4577	72%

Note:

Employee includes Permanent & Other than Permanent employees

*The definition of skill upgradation training in FY22 has changed from the prior year when the definition included composite training including general administration, POSH, company policy and skill upgradation.

9. Details of performance and career development reviews of employees and workers*:

Category	FY22			FY21		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4092	2820	69%	3825	3069	80%
Female	1345	860	64%	1121	856	76%
Total	5437	3680	68%	4946	3925	79%

Note: *Only permanent employees are considered for performance review. The figures in B and D indicate the persons eligible for review in the relevant years (which doesn't include the persons who joined the Company within six months of the closure of the financial year and persons serving notice period).

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage of such system?

Yes, the Company has a well-established occupational health and safety management system across all the facilities. The Environment, Health, Safety and Sustainability (EHSS) Policy applies to all operations and operating facilities are certified for ISO 14001:2015 - Environmental management systems (EMS), ISO 45001: 2018 - Occupational Health and Safety System (OH&S).

Syngene's Environmental Management System and Occupational Health and Safety objectives are aligned with the EHSS Policy and the risk management process. The Company has an established risk management and prevention system using the principles of AIM (Aspect Impact Management) and HIRA (Hazard Identification and Risk Assessment). The Company has a robust process safety management (PSM) and fire safety system including regular training for employees.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has an established process for identifying work-related hazards from both routine and non-routine activities. For routine activities in both laboratory applications and manufacturing operations, risk assessments such as Lab Hazard Analysis and Process risk Assessment are undertaken. This ensures that hazards are identified and adequate controls are put in place. For non-routine activities Job Safety Analyses are carried out to assess the risk before undertaking any activities. The hazard analysis tool for both routine and non-routine risks works on the systematic approach of identifying, evaluating and controlling hazards:

- Physical (e.g. slips, trips and falls, entanglement, noise, vibration, harmful energy sources);
- Chemical (e.g. inhalation, contact with or ingestion of chemicals);
- Biological (e.g. contact with allergens or pathogens such as bacteria or viruses);

The following processes are used to identify the hazards in the workplace:

- i. Safety interactions and safety walks in the workplace to identify potential hazards
- ii. Employee participation during Friday safety hours.
- iii. Comparison of Standard Operating Procedure (SOP) with current practice.
- iv. Reviews of incident management reports.
- v. Reviews of safety data sheets.
- vi. Reviews of first aid/injury records

After identifying a hazard, controls are put in place to bring the Hazard to ALARP (As low as reasonably practical) state.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, see items (i – vi) above

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes. Employees and workers have access to non-occupational medical and healthcare services. The onsite Occupational Health Centre (OHC) is available for immediate triaging and first aid. Medically qualified doctors, paramedic and support staff cover all shifts to support any medical emergencies. The Company has tied up with well-established hospitals to deal with any kind of incident, accident or medical emergency. Employees are required to undergo an annual health check-up and healthcare advice is provided. Medical insurance facilities are provided to employees and their dependents. Employees are also covered under group personal accident insurance.

11. Details of safety related incidents:

Safety Incident/Number	FY22		FY21	
	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.00*	0.42*	0.10*	0.96*
Total recordable work related injuries	69	14	52	26
No. of fatalities	Nil	Nil	01	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Nil	1	Nil	2

*Injury Frequency Rate is taken as 12-month rolling average.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has established measures to ensure a safe and healthy workplace by proactively identifying, evaluating, and mitigating or preventing any hazard / releases that could occur.

Safety systems at work include:

1. Permit to Work
2. Job Hazard Analysis
3. Process Safety Information
4. Management of Change
5. Process Hazard Analysis
6. Process Risk Assessment
7. Pre-Start up Safety Review
8. Incident Management
9. Contractor Management
10. Emergency Management
11. Hazard identification and risk assessment
12. Aspect and impact identification

With a significant onsite workforce, safe and well organised building evacuation is a priority. The emergency management system includes weekly mock drills for each building.

13. Number of Complaints on Working conditions and Health & Safety made by employees and workers:

No complaints on working conditions and Health & Safety were filed during FY21 and FY22.

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company has an incident management system in place. All the employees are required to report any incident, near miss or unsafe act through a company-wide portal, SynZero. All incidents reported in the portal are investigated, root cause analysis is undertaken and corrective and preventive actions (CAPA) are put in place.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Eleven key stakeholder groups were identified to take part in the Company’s first materiality assessment. These groups represent a wide range of external groups which interact with Syngene operations from clients and vendors to regulators, investors and media channels. Internal stakeholders included a random sample of employees, the ESG Council members and members of the Syngene Board. Contact details for selected stakeholder groups are publicised on the company website: <https://www.syngeneintl.com/contact-us/>. In addition, stakeholders such as clients, local authorities, new recruits and employees are invited to engage face to face with the company in dedicated sessions ranging from recruitment fairs to media and investor meetings.

2. List stakeholder groups identified as key for your entity and nature and frequency of engagement with each stakeholder group

Stakeholder	Channel for communication	Nature of communication
CSR partners	The Company’s CSR programs are managed by the Biocon Foundation, the CSR arm of the Biocon Group	Day-to-day engagement enabled by the Biocon Foundation
R&D, manufacturing and other commercial partners	A key account management framework ensures that clients have strong engagement with the company. The dedicated centres have dedicated points of contact within Syngene with overall oversight being the responsibility of the Chief Human Resources Officer.	Regular engagement via the client account team and relevant project teams. The cadence for communication is determined by the nature of the project. Engagement with the Dedicated Centres is agreed as part of the contract in each case.
Vendors	Strategic Sourcing leads ESG oversight with all vendors.	Category managers are the first point of contact for vendors. They help to put the contract together and handle any issues or feedback during the delivery of the contract.
Local and national authorities	Engagement with authorities may be through direct contact with local authorities or as part of an industry body at the national level.	Engagement with local authorities is on a needed basis through teams including EHSS, HR and Legal. The company plays a role in relevant industry bodies when it comes to engaging with government departments on industry developments.

Stakeholder	Channel for communication	Nature of communication
Media	Corporate Communications handles all communication with the media directly or through a specialist consultancy.	Quarterly business briefings are undertaken for business media wanting to cover the financial results. During the quarter, individual engagement with trade media provides an opportunity to showcase scientific achievements.
Employees	Employees have a range of options for engaging with each other and their managers including quarterly townhalls, CEO weekly coffee chats, and topical townhalls. For personal matters, employees can approach the HR business partner for support or use the HR chatbot.	Employees are invited to submit questions before every townhall and questions are answered either in the townhall or later on the intranet. Managers are expected to engage with their team members regularly. They also conduct a full year and mid-year performance review. HR business partners are responsible for resolving any personal difficulties that arise in the workplace.
Investors/shareholders	The Investor Relations team conducts a program of meetings with analysts and investors throughout the year. Shareholders can engage with the Company through the Company Secretary at any time and at the Annual General Meeting.	Quarterly briefings are held for analysts and investors, hosted by the MD&CEO and the CFO. Aside from these meetings, investors can request a further meeting with the Company. The Annual General Meeting was held virtually due to the pandemic. Nonetheless, shareholders have been able to ask questions directly to the Chairperson and any other members of the Board.
Quality stakeholders	Engagement with these stakeholders is usually in the context of a virtual or physical audit of Company operations.	The Chief Quality Officer leads the engagement with all regulatory authorities on behalf of the company. The engagement is organised according to the needs of the regulator.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY22			FY21		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	5975	5975	100%	4506	4506	100%
Other than permanent	337	337	100%	93	93	100%
Total Employees	6312	6312	100%	4599	4599	100%
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	862	862	100%	819	819	100%
Total Workers	862	862	100%	819	819	100%

Note: Training is provided through the completion of specific mandatory modules such as Prevention of Sexual Harassment. Other dimensions of human rights in the workplace are covered in training related to the Company code of business conduct. New joiners are introduced to the Code of Conduct during their induction to the Company and all employees are required to complete refresher training every year.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY22					FY21				
	Total (A)	Equal No (B)	Minimum Wage % (B/A)	More than Minimum Wage No (B)	% (C/A)	Total (D)	Equal No. (E)	Minimum Wage % (E/D)	More than Minimum Wage No. (F)	% (F/D)
Employees										
Permanent										
Male	4348	-	-	4348	100%	4092	-	-	4092	100%
Female	1627	-	-	1627	100%	1345	-	-	1345	100%
Other than Permanent										
Male	227	-	-	227	100%	167	-	-	167	100%
Female	110	-	-	110	100%	104	-	-	104	100%
Workers										
Permanent										
Male	Not Applicable									
Female										
Other than permanent										
Male	692	-	-	692	100%	643	-	-	643	100%
Female	170	-	-	170	100%	169	-	-	169	100%

Note: All casual staff are paid above the minimum wage

3. Details of remuneration/salary/wages:

Category	Number	Male	Number	Female
		Median remuneration/ salary/ wages of respective category (Rs. In Mn)		Median remuneration/ salary/ wages of respective category (Rs. In Mn)
Board of Directors (other than Executive Directors)	5	5.16	4	6.63
Executive Director(s)	1	76.31	NA	NA
Key Managerial Personnel (other than Executive Directors)	1	27.61	1	4.67
Employees other than BoD and KMP	4349	0.82	1623	0.50
Workers	689	0.21	173	0.21

Note: Expenses towards gratuity and leave encashment provisions are determined actuarially on an overall basis at the end of each year and accordingly, have not been considered in the above information.

Perquisite value of stock options is excluded.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Employees, associates, trainees, interns, can raise their concerns through the following channels:

Whistleblower Committee

- Purpose: to make protected disclosures of any actual or suspected incidents of unethical practices, violation of applicable laws & regulations including the Code of Ethics & Business Conduct
- Committee Constitution – CHRO, Head of Legal and Head of department (one female member mandatory)
- Contact details:
Hotline: 0008000502115 for India & (844)9053016 for United States
Website: www.syngeneintl.ethicspoint.com
Email: Chairman.Auditcommittee@syngeneintl.com

Prevention of Sexual Harassment Committee

- Purpose: to report matters related to sexual harassment in the Company
- Internal Complaints Committee comprises the Chairperson, 8 internal members and an external advisor.
- Contact details: posh.committee@syngeneintl.com

Grievance Committee

- Purpose: To report real or perceived concerns in relation to work, general administration, payroll/ reimbursements or any other concern in relation to any existing policy which is raised by an employee (complainant) within scope of company defined policies.
- Grievance Committee comprises the Administration team lead, Performance Management lead and a senior member from Finance team
- Contact details: Grievance redressal portal available on the Company's intranet

6. Number of Complaints on the following made by employees and workers:

Nature of Complaints	FY22			FY21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	Nil	Nil	1	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	7	Nil	Nil	Nil	Nil	Nil

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company condemns any discrimination, harassment, victimization, or any other unfair employment practice being adopted against a complainant. If any complainant feels that they are experiencing any reprisal or retaliation, they can report the matter to the Integrity Committee. The Committee will take appropriate measures to address the situation.

The Whistleblower policy states that the complainant will not be at the risk of losing his / her job or suffer loss in any manner like transfer, demotion, refusal of promotion, or any direct or indirect use of authority to obstruct the Whistleblower's right to continue to perform his/her duties/functions.

The identity of the Whistleblower, if known, is confidential. A participant assisting in the investigation, or furnishing evidence, is protected to the same extent as the Whistleblower and is also entitled to the same degree of protection from retaliation for having participated in an investigation. All complaints reported through any of the channels are confidential and will be shared strictly on a 'need to know' basis.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, all agreements and contracts make clear that Syngene does not accept any discrimination, harassment, differentiation on the grounds of caste, gender, sexual orientation, religion, ethnicity, or physical disabilities. All contracts ensure the prohibition of any form of forced labour, slavery, or human trafficking under any business dealings with Syngene.

9. Assessments for the year:

% of plants and offices that were assessed (by entity or statutory authorities or third parties) on child labour, Forced/involuntary labour, Sexual harassment, discrimination at workplace or any other such issue

Nil

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY22	FY21	Remarks
Total electricity Consumption (A) Grid Units	11,598,033	13,228,935	Units (KWH)
Total DG set's Consumption (B) DG Units	11,83,300	715,705	Units (KWH)
Energy consumption through other sources (C)*	73,641,046	62,680,220	Units (KWH)
Green Energy (Wind, Hydro, Solar)			
Total energy consumption (A+B+C) Units	86,422,379	76,624,861	Units (KWH)
Total fuel (HSD) consumption (in Litres)	934,068	460,668	Liters
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0033	0.0035	-

* Green energy contribution increased from 82% to 85%

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Details of the following disclosures related to water.

Parameter	FY22	FY21
Water withdrawal by source (in kilolitres)		
(i) Surface water (River Water from Govt.)	165,792	141,415
(ii) Groundwater (Bore Well Water)	5,242	5,332
(iii) Third party water (Tanker Supply)	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	171,034	146,747
Total volume of water consumption (in kilolitres)	*171,034	146,747
Water intensity per rupee of turnover (Water consumed / turnover)	0.000007	0.000006
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Increase in water consumption arose from increased occupancy on all campuses and growth in Biologics, Discovery Chemistry, Biology and increased activity in the BMS dedicated centre.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency : No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

- In the Bangalore campus wastewater is treated in the common effluent treatment plant maintained by Biocon. A zero liquid discharge facility includes a conventional ETP, stripper, multiple effect evaporator, ATFD and reverse osmosis units.
- In the Mangalore campus wastewater is treated in the inhouse zero liquid discharge facility which includes a conventional ETP, stripper, multiple effect evaporator, ATFD and reverse osmosis units.
- In the Hyderabad campus wastewater is pre-treated in the effluent treatment plant of M/s Knowledge Square Incubators Pvt Lt and sent to JETL (Jeedimetla Effluent Treatment Limited), CETP for further disposal.

5. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY22			FY21		
		Bangalore	Mangalore	Hyderabad	Bangalore	Mangalore	Hyderabad
NOx	µg/m ³	15.51	132	17.80	14.60	141	16.19
SOx	µg/m ³	7.97	26.90	14.70	7.40	24.10	12.85
Particulate matter (PM10)	µg/m ³	69.08	19.20	56.20	54.90	53.60	54.56
Persistent organic pollutants (POP)		NA	NA	NA	NA	NA	NA
Volatile organic compounds (VOC)	µg/m ³	Benzene, methanol, carbon tetra chloride, toluene, methyl chloride, mercaptan, hydrogen sulphide was monitored. VOC monitoring values are below the detection limit					
Hazardous air pollutants (HAP)		NA	NA	NA	NA	NA	NA
Others– please specify							
Particulate matter *(PM2.5)	µg/m ³	22.95	29.30	22.00	15.40	34.20	22.53
Ozone	µg/m ³	3.00	Below detection limit	15.10	5.50	Below detection limit	11.21
Ammonia	µg/m ³	8.30	Below detection limit	18.90	8.30	Below detection limit	16.30

Note: Process emissions pass through air pollution control equipment (Scrubbers). The Pollution Control Board has set a permissible limit of acid mist – company values are well within these standards. Air quality values measured are well within the maximum permissible limit as per (NAAQS).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

In order to conduct a monthly assessment of the ambient air quality, source emissions, volatile organic compound (VOC), noise monitoring, National Accreditation Board for testing and calibration laboratories (NABL) and Ministry of Environment and Forests (MOEF) approved external laboratories are engaged as follows:

- In Bangalore, M/s. Robust Materials Technology Private Limited
- In Hyderabad, M/s. Star Analytical Services
- In Mangalore, Hubert Enviro Care Systems Private Limited

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY22	FY21
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	*1,765	772
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,554	12,038
Total Scope 1 and Scope 2 emissions per rupee of turnover (Kgs) -	-	0.00047	0.00057
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

(Note: Scope-1 emission increased due to:

- increase in from State power Grid interruption (68Hrs (FY21) to 125 Hrs (FY22)), as a result the backup diesel generators operations were used to compensate.
- Diesel consumption increased in MSEZ for Boilers from 269KL to 630KL due to increased plant occupancy

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company's green (wind, hydro, solar) energy consumption was 73,641,046 units in FY2022. More than 90% of energy comes from green sources on the main campus in Bangalore. As a part of reducing Scope-1 emissions, e-vehicles were introduced to move people, waste and materials on site, thereby offsetting 150.56 Tonnes of CO₂ equivalent.

8. Details related to waste management by the entity:

Parameter	FY22	FY21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	217.08	188
E-waste (B)	Nil	Nil
Bio-medical waste (C)	98.77	100.32
Construction and demolition waste (D)	NA	NA
Battery waste (E)	4.30	5.90
Radioactive waste (F)	0.024	0.018
Other Hazardous waste. Please specify, if any. (G)	2116.48	1134.13
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	597.90	531.18
Total (A + B + C + D + E + F + G + H)	3034.53	1959.53

Parameter	FY22	FY21
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,805.38	1,798.00
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	2,805.38	17,98.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	146.40	161.16
(ii) Landfilling	82.38*	Nil
(iii) Other disposal operations	Nil	Nil
Total	228.76	161.16

(Note: Hazardous and non-hazardous waste has increased in the past 12 months due to the expansion of activities on the Mangalore and Hyderabad campuses.)

*No waste is sent to landfill in Bangalore or Hyderabad. The only landfill generated at present is from the Mangalore site.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No external assessment has been carried out. All types of waste generated in Syngene are collected, packed, stored in leak proof containers, the generated waste is sent for recycling or disposed for treatment / incineration within the stipulated time as per applicable rules through KSPCB authorized disposal facilities.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The standard operating procedure (SOP) for handling liquid and solid waste, in accordance with the applicable rules, determines the approach to proper waste management in the Company's dedicated facility in Bangalore. It outlines the process of segregation, according to compatibility of each category of generated waste. The waste is packed in leak proof containers (using biodegradable bags or puncture proof containers), labelled, and transferred using trolleys to the storage area in each building from where it is then transferred to Central waste yard (inside the facility) using electric vehicles.

- The waste is stored in the central waste yard and disposed of by Karnataka State Pollution Control Board (KSPCB) authorised waste handlers on a regular basis in accordance with the applicable Rules.
- Both the local storage area and central waste yard are equipped with different types of fire extinguishers, fire hydrant system, smoke detectors, fire alarm system for handling any fire/emergency. Casual employees are provided with appropriate PPE's to avoid any contact and infection.

The Company practices green concepts of 3Rs (reduce, reuse and recycle) in the operations. It also follows an integrated inventory management system to minimise waste generation.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

None of the Syngene sites are situated in ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The Company is in compliance with applicable environmental norms.

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Syngene has affiliations with 10 trade and industry chambers/ associations

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Confederation of Indian Industry (CII)	National
2	Association of Biotechnology Led Enterprises (ABLE)	National
3	State Environment Impact Assessment Authority	State
4	American Association for Accreditation of Laboratory Animal Care (AAALAC)	International
5	Quality Council of India	National
6	Indian Association of Secretaries and administrative professionals	National
7	Laboratory Animal Scientists Association	National
8	Indian Society for Clinical Research	National
9	Indian Association of Secretaries	National
10	European Bioanalysis Forum VZW	International

2. Details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Affected (PAFs)	Project Families	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Project displaced people	Karnataka	Dakshina Kannada	47		100%	Rs.1.38 cr

3. Describe the mechanisms to receive and redress grievances of the community.

Mechanisms to address the grievances have been adapted for specific programs. The strategy is to address this through structured monitoring and evaluation of all programs, with assessment of stakeholder perceptions, either through regular surveys or third-party impact assessment. Details of action taken are documented.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY22	FY21
Directly sourced from MSMEs/ small producers	44%	32%
Sourced directly from within the district and neighbouring districts	65%	31%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters product	Not Applicable - The Company offers contract research, development and manufacturing services. It does not provide services to consumers.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Other complaints during FY22 and FY21:

Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.:

4. Details of instances of product recalls on account of safety issues:

Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes. The Company has a Data Privacy Policy and an Information Security Policy. The link for the website privacy notice is <https://syngene-aws-storage01.s3.ap-south-1.amazonaws.com/wp-content/uploads/2020/11/18173741/Syngene-Website-PrivacyNotice.pdf>

6. Details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No penalties/regulatory action has been levied or taken with respect to the above listed matters.