



Ref: Syn/CS/SE/AGM/2023-24/Jul/05

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

July 5, 2023

To, The Manager, BSE Limited Corporate Relationship Department Dalal Street, Mumbai – 400 001	To, The Manager, National Stock Exchange of India Limited Corporate Communication Department Bandra (EAST), Mumbai – 400 051
Scrip Code: 539268	Scrip Symbol: SYNGENE

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the FY 2022-23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are hereby enclosing the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

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 2022-23

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 Industrial Area IV Phase, Jigani Link Rd, Bommasandra, Bangalore - 560099, Karnataka, India
5. Corporate address	Syngene International Limited Block II, First Floor, Velankani Technology Park, Electronic City Phase I, Bangalore - 560100, Karnataka, India
6. E-mail	investor@syngeneintl.com
7. Telephone	080-6891 9191
8. Website	www.syngeneintl.com
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	Rs. 401,43,45,000
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 Tel.: 080-6891 9191 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%

*As per National Industrial Classification – Ministry of Statistics and Programme Implementation

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	2	0	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	8
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 ~95% of the revenue from operations for FY23.

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 specialty 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 (Companies focussed on largely agriculture and nutrition segments)
- vi. Chemical/Polymers (Performance and specialty 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 (A)	Male		Female	
			No.(B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	6847	4965	72.5%	1882	27.4%
2.	Other than Permanent (E)	313	211	67.4%	102	32.5%
3.	Total employees (D + E)	7160	5176	72.2%	1984	27.7%
WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	1454	1243	85.5%	211	14.5%
6.	Total workers (F + G)	1454	1243	85.5%	211	14.5%

b. Differently abled employees and workers*:

S. No.	Particulars	Total (A)	Male		FEMALE	
			No.(B)	% (B / A)	NO. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	0%	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	1	1	0%	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

Employees and workers have been categorised as follows:

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

*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%

*Mr. Jonathan Hunt, Managing Director & CEO, is a member of the Board of Directors and is also considered a Key Managerial Personnel

20. Turnover rate for permanent employees and workers

	FY23			FY22			FY21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.2%	30.4%	24.4%	24.2%	28.1%	25.2%	16.4%	17.8%	16.8%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	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?
1.	Biocon Limited	Holding	-	No
2.	Syngene USA Inc.	Subsidiary	100%	No
3.	Syngene Scientific Solutions Limited	Subsidiary	100%	No
4.	Syngene Manufacturing Solutions Limited	Subsidiary	100%	No

VI. CSR Details

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

(ii) **Turnover:** Rs. 31,935 Mn as on March 31, 2023

(iii) **Net worth:** Rs. 36,189 Mn as on March 31, 2023

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 complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy) [@]	FY23			FY22		
		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	09	Nil	Nil	07	Nil	Nil
Customers	Yes	11	Nil	NA	03	Nil	NA
Value Chain Partners	Yes	22	Nil	Nil	24	Nil	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.

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 along with its financial implications:

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 arising from inability to ensure adequate management of safety hazards within operations.	Risk	This risk is inherent in the nature of our business as we store, move and handle hazardous materials	<ul style="list-style-type: none"> • Safety is a primary concern across all operations and extensive efforts are made to establish a “safety first” mindset with all staff from their first day of employment and throughout their tenure with the company • A company-wide safety program, KAVACH, provides a governance framework, training and best practices around safety. • Safety consciousness is driven through communication campaigns and is reinforced through strictly monitored safety operating protocols • Near miss reporting is encouraged and learnings are discussed and shared across the organisation • Safety leadership has been made integral to all line managers’ roles and is explicitly included in job descriptions and performance targets • Safety performance for individuals, teams, divisions and the company is a factor in performance and reward assessments • Safety behaviors and mindset are a factor in selection and promotion decisions 	Negative - Safety hazards may have negative implications including loss of life, property, financial and reputation damage

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)
2	Promotion of inclusion and diversity	Opportunity	A diverse and inclusive workforce brings new ideas and experiences which can help drive innovation for long-term value creation. It is our constant endeavor to provide an inclusive work environment to our employees and celebrate their uniqueness.	Not Applicable	Positive - A pool of diverse workforce from different genders, ages, ethnicities, and special abilities helps drive innovation, stimulates new thinking, and creates a more productive environment overall.
3	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.	Risk mitigation of regulatory non-compliances follows a strategy that involves identification, resolution and escalation: <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 their applicability, and implement the changes • Governance on actions undertaken • 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 	Negative - 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)
				<p>Working in collaboration with Biocon group companies to ensure all 'group-level' compliance commitments are met.</p> <p>Compliance assurance done through Synpliance , Compliance Management Tool and supported by a specialised legal and regulatory help desk, ensuring compliance monitoring.</p>	
4	Risk arising from inadequate controls leading to loss of data	Risk	Risk is inherent to Syngene's business as we store critical information on IT infrastructure	<p>Technology: A multi-layer cyber security approach with best-in-class cyber security solutions has been deployed. This framework is constantly reviewed and upgraded to address the emerging threats</p> <p>Process: Established governance over the management of cybersecurity using international standards like ISO27001 with vulnerability assessments regularly conducted to stress test the system. Program to monitor potential confidential data leakage</p> <p>People: Continuous education and awareness of employee on cyber threats and phishing risk</p>	Negative - Non-compliance can lead to legal, financial, reputational and regulatory implications.

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)
5	Risk arising from failure to uphold high standards of business integrity and ethics	Risk	As Syngene's clients are mainly located in the U.S. and Europe, all contracts are covered by the legislation of the respective jurisdictions	<p>The approach to risk mitigation has 4 elements - the establishment of a company ABAC policy (which also applies to suppliers); Mandatory training for all employees every year; a program of supplier assessments conducted by a third party; and constant communication reinforcing the importance of ABAC Policy</p> <p>Implementation of ABAC Policy:</p> <ul style="list-style-type: none"> • A companywide Anti-bribery and Anti-Corruption (ABAC) policy has been rolled out which covers all employees and partners of Syngene <p>Conducting Training:</p> <ul style="list-style-type: none"> • Specific annual mandatory learning modules on ABAC policy and procedures has been rolled out for all employees in FY23 • All employees are required to complete an annual mandatory online training on Code of Conduct and ethical practices which includes anti bribery aspects also <p>Vendor Assessment:</p> <ul style="list-style-type: none"> • ECOVADIS, global ESG assessor, onboarded to scan full base of vendors and rollout a process to create a sustainable and compliant supply chain • ABAC compliance is completed for ~68% of the total active vendor base. ABAC assessment for all critical vendors was completed in March 2021; ABAC assessment for all new vendors prior to on-boarding is implemented from April 2021 • ABAC governance structure implemented through the Compliance Management Tool-Synpliance <p>Regular Communications:</p> <ul style="list-style-type: none"> • Regular communications are sent to vendors reinforcing zero tolerance for ABAC violations 	Negative - Non-compliance can lead to legal, financial, reputational and regulatory implications.

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)
6	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 clients. Not able to source cost effectively will reduce Syngene's competitiveness.	Risk	Syngene manages a complex supply chain that requires niche sourcing skills, timely delivery and demanding specifications from its suppliers	The issue of sourcing resilience is managed by the following program: <ul style="list-style-type: none"> • Build a local ecosystem of raw materials supply • Aggregating demand to convince global suppliers to open local warehouses to support the Indian CRDMO industry • Creating deep category capabilities • Building resilience in logistics • Building skill-based teams for sourcing, procurement operations and business partnering backed by digitised processes, analytics and sustainable governance practices 	Negative - This risk may have negative implications, including loss of business, financial and reputational loss
7	Risk arising from not being aligned with large pharma clients' sustainability goals thereby getting excluded from clients' procurement activity	Risk	Aligning to clients' sustainability goals is critical in our nature of business	Mitigation action has been initiated to determine science-based -targets and ensure delivery across operations to meet required annual emission reduction targets.	Negative – This risk may have negative implications, including loss of business
8	Capital allocation and productivity	Opportunity	Capital allocation and productivity channelises financial resources into meaningful investments and expenditures based on the defined strategy.	Not Applicable	Positive – creates value for stakeholders
9	Community Engagement	Opportunity	It enables us to create shared value for our local communities to foster social and economic equity primarily focused on community health, environmental sustainability, research and science education	Not Applicable	Positive- Building sustainable solutions in the community

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. (Yes/No)	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 policies, 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? (Yes/No)	The Policies have been approved by the Board or the respective Board committees/ MD & CEO/ Executive Committee members within their delegated powers. The Board of Directors on the recommendation of the Stakeholders' Relationship and ESG Committee has also approved the Business Responsibility Policy covering the nine NGRBC principles at its meeting held on April 26, 2023.								
	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 / No)	Yes. The Company has translated the policies into procedures and practices, as applicable.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Supplier's Code of Conduct, as well as Sustainable Procurement Policy, largely cover the abovementioned principles and the value chain partners are expected to adhere to the requirements outlined.								

<p>4.</p>	<p>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.</p>	<p>P2</p> <ul style="list-style-type: none"> • ISO Certificate for Quality Management System (ISO 9001:2015) • GxP standards (the global standard for documentation-ALCOA+) • 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) • Organisation for Economic Co-operation and Development (OECD) guidelines • 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 – U.K. and ANVISA – Brazil • ISO Certificate for Information security management System (ISO/IEC 27001:2013) • AAALAC certification for handling Animals • ISO certificate for energy management for manufacture of active pharmaceutical ingredient (ISO 50001: 2018) for Syngene Mangalore plant <p>P3</p> <ul style="list-style-type: none"> • ISO Certificate for Occupational Health and safety management System (ISO 45001:2018) <p>P6</p> <ul style="list-style-type: none"> • ISO Certificate for Environment Management System (ISO 14001:2015)
<p>5.</p>	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Syngene’s ESG strategy primarily includes:</p> <ul style="list-style-type: none"> • Green chemistry solutions promoted to all clients in proposals • Membership of the UN Global Compact • Commit to Science-based targets and prioritise climate action on emission reduction (scope1, scope 2, scope 3) • Continue energy conservation program to reduce carbon footprint; new projects to adopt energy efficiency design through green buildings • Operations to continue applying the 3Rs approach to environmental management, focusing on energy, water and waste • Consideration of ESG parameters, supplier diversity and Anti Bribery Anti-Corruption compliance for sourcing decisions • ESG assessments for all tier-one suppliers • 100% of employees to complete 4 ‘Licence to operate’ training modules every year concerning: Code of ethics and business conduct; data integrity; prevention of sexual harassment; information security awareness • Create a diverse and inclusive workplace that enables everyone to deliver their best

<p>6.</p>	<p>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>The performance of the entity against the specific commitments is as under:</p> <p>Responsible Procurement:</p> <ul style="list-style-type: none"> Partnered with Eco-Vadis for benchmarking on ESG parameters and evaluated 131 principal suppliers entailing 275+ suppliers till FY23. Completed ABAC compliance for 2446 vendors. 161 vendors completed 14 different safety training in FY23. 40 vendor site safety audits conducted in FY23 which is approx. 66% of high-risk vendors. <p>Operational Excellence:</p> <ul style="list-style-type: none"> In FY23 the operations showed an average 2% improvement compared to FY22 in on-time delivery to clients. <p>Quality Management:</p> <ul style="list-style-type: none"> 78 audits of operations conducted in FY23 <p>Talent Acquisition:</p> <ul style="list-style-type: none"> In FY23, 402 new graduates were hired; 54% were women <p>Diversity and inclusion at workplace:</p> <ul style="list-style-type: none"> 32% of new hires for FY23 were women Women at the Senior Management level are at 20% compared to 11% in FY22 <p>Recycling, reuse and disposal of waste:</p> <ul style="list-style-type: none"> 90.75% of total hazardous and non-hazardous waste generated from operations was recycled in FY23 Total waste water reused and recycled: 71389 KL Total waste water reused: 37367 KL (21%) Total waste water recycled: 34022 KL (19%) 77% of total hazardous and non-hazardous waste recycled <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> Lost Time Injury Frequency Rate (LTIFR) for FY23: Employees 0.08 Lost Time Injury Frequency Rate (LTIFR) LTFIR for FY23: Contractors 0.58 <p>Reduction in energy consumption:</p> <ul style="list-style-type: none"> 3.8% energy savings achieved 2683 metric tons of CO₂ emissions avoided <p>Responsible usage of water:</p> <ul style="list-style-type: none"> 40% freshwater savings achieved
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Governance, leadership and oversight							
7.	<p>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 24 of the Annual report, 'Message from the Managing Director and CEO</p>						
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>The governance related to Business Responsibility policies is implemented and reviewed by the Executive Committee, with oversight from the Stakeholders Relationship and ESG Committee of the Board.</p>						
9.	<p>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.</p> <p>Yes, the 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 specific principles of business responsibility as identified by Committee.</p>						
10. Details of review of NGRBCs by the Company:							
	<table border="1"> <thead> <tr> <th>Subject for review</th> <th>Indicate whether review was undertaken by Director / Committee of the Board/ any other Committee together with the frequency of the review</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td>The Stakeholders Relationship and ESG Committee of the Board assesses the Business Responsibility (BR) and ESG performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis based on the recommendation of the Stakeholders Relationship and ESG Committee.</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td>The Board reviews the status of compliance with all applicable statutory requirements on a half-yearly basis.</td> </tr> </tbody> </table>	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	The Stakeholders Relationship and ESG Committee of the Board assesses the Business Responsibility (BR) and ESG performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis based on the recommendation of the Stakeholders Relationship and ESG Committee.	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board reviews the status of compliance with all applicable statutory requirements on a half-yearly basis.
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	The Stakeholders Relationship and ESG Committee of the Board assesses the Business Responsibility (BR) and ESG performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis based on the recommendation of the Stakeholders Relationship and ESG Committee.						
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board reviews the status of compliance with all applicable statutory requirements on a half-yearly basis.						
11.	<p>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.</p> <p>An internal review of the workings of the policies has been carried out. However, no external evaluation/assessment has been undertaken.</p>						
12.	<p>If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</p> <p>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 policies, it does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose. However, the Board of Directors on the recommendation of the Stakeholders' Relationship and ESG Committee has approved the Business Responsibility Policy covering the nine NGRBC principles at its meeting held on April 26, 2023.</p>						

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 (BOD)	The Company conducted familiarisation programmes for its Board of Directors during the year which covered topics such as cybersecurity and ransomware attack, strategy building, customer interactions. Business model and overview of business units and other updates were provided and CSR field trip was also arranged	CSR field trip – 55% Others - 100%
Key Managerial Personnel (KMP)	Training was undertaken on various topics namely Code of Ethics, Integrity and Whistle-Blower Policy, Information Security, Job Description Addendum for Operating Units/ Department Heads, Phishing and Social Engineering Awareness, Code of Conduct for Prevention of Insider Trading, Prevention of Sexual Harassment (POSH) Awareness for Remote Workforce, Data Integrity & Data Privacy	Code of Ethics – 100% Information Security – 33% Prevention of Sexual Harassment – 33% Data Integrity – 100% Job Description Addendum for Operating Units/ Department Heads - 67%
Employees other than BoD and KMPs	All employees undergo various training programs throughout the year. 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 – 35% Competency Based Training – 3% Managerial development Program – 8% Technical – 57% Code of ethics – 100% Information security -100% POSH remote work force – 100% Data Integrity – 100%
Workers	60 sessions were conducted Training Topics: 1) Company Policy and POSH. 2) Employee and workplace Safety. 3) Skill Development and Data integrity. 4) Personality Development.	84% Covered

NOTE:

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

As an organisation 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 the Anti-bribery Anti-corruption standards.

The laws relating to bribery and corruption apply across the borders and Syngene including its suppliers rendering services to its clients can jointly and individually be held liable for any such offenses.

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: Nil

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

Leadership Indicators		
1.	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:	
	Total number of awareness programmes held	Topics/ principles covered under the training
		%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	29 Training	Construction related Safety training-1 Chemical Handling & Storage-2 Fire Safety training-3 Road Safety training-1 ESG Benchmarking-1 Gas Cylinder Safety-2 Emergency Response Training-1 Vendor safety Training-14 First Aider Training - 2 Safety Cupboard content & SCBA set training - 1 Rescue Safety Training - 1
	40 vendor audits	Audit on Safety Parameters
		~50 % of respective Category vendors were covered
		40 vendors (representing 66% of high risk vendors) were audited and reports were shared together with actions

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has in place a "Code of Ethics and Business Conduct" and a 'Policy on Related Party Transactions', which provide the processes to avoid/manage conflict of interest and are applicable to the board members. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain from the discussions at the meeting. The web link of the abovementioned policies is mentioned below:

<https://cdn.syngeneintl.com/2022/08/24154649/Code-of-Ethics-and-Business-Conduct.pdf>

<http://cdn.syngeneintl.com/2022/08/29153510/Policy-on-Related-Party-Transactions.pdf>

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

Essential Indicators				
1.	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.			
		FY23	FY22	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 clients on a contract basis. Syngene does not incur any Research & Development expenditure on its own.

2. 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 in December 2021 and was reviewed and revised in January 2022. Measuring and accounting for how the suppliers impact the natural world is an emerging necessity. The Company has embarked on a program of ESG assessment for suppliers to add to the assessments of compliance with the Supplier Code of Conduct.

(Weblink : <https://cdn.syngeneintl.com/2022/01/28202053/Sustainable-Procurement-policy-2022.pdf>)

<https://cdn.syngeneintl.com/2022/01/27163931/Supplier-code-of-Conduct-2022.pdf>

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

Currently, with our ESG rating agency (Eco-Vadis) we have started assessing our High Risk & top spend vendors basis nature of their business. Till date we have assessed approx. 132+ principal vendors who contribute to ~35% of our total spend.

3. 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 is not a Brand owner under plastic rules, thus reclaiming is not in the scope. However, plastic waste generated in our operations are handed over to authorised plastic recycling partners. E-wastes, other wastes and hazardous wastes are disposed through State Pollution Control Board authorised waste handling partners.

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 under Producers, Importers and Brand Owners (PIBO) and we have obtained the registration from Karnataka State Pollution Control Board. Plastic waste generated in our operations are handed over to authorised plastic recycling partners and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board.

Leadership Indicators	
1.	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? No
2.	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same There is no significant social or environmental concerns and/or risks identified. Nil
3.	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). Nil. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation(CDMO).
4.	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed: Nil. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO).
5.	Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Nil. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO).

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 (A)	Insurance ¹		Accident insurance		Maternity benefits ²		Paternity Benefits		Day Care facilities ³	
			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent											
	Male	4965	4965	100%	4965	100%	NA	NA	4965	100%	4965	100%
	Female	1882	1882	100%	1882	100%	1882	100%	NA	NA	1882	100%
	Total	6847	6847	100%	6847	100%	1874	100%	4965	100%	6847	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 (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities ³	
		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 workers⁴											
Male	131	131	100%	131	100%	NA		131		100%	
Female	02	02	100%	02	100%	NA		02		100%	
Total	133	133	100%	133	100%	NA		133		100%	

1. Health insurance, accidental insurance is provided to all full-time/permanent employees only.
2. Male employees can claim maternity related expenses (medical hospitalisation) for their spouses.
3. Organisation-wide we have a tie-up with day care facility providers, which our employees and workers can use as needed.
4. The above stated casual workers (other than Permanent workers) are covered under private health and accidental insurance benefits. The remaining workers are covered under the Employees' State Insurance Act, 1948

2. Details of retirement benefits, for FY23 and the previous financial year.

Benefits	FY23			FY22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund ¹	100%	100%	Yes	100%	100%	Yes
Gratuity ²	100%	100%	NA	100%	100%	NA
ESI	0.1%	90.85%	Yes	2.61%	93.39%	Yes
Others – please specify (National Pension Scheme) ⁴	3.17%	NA	Yes	2.70%	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. 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. To underpin inclusivity for employees with different abilities, an accessibility assessment of all our facilities was initiated in FY23 as the baseline for ensuring that differently-abled employees are not disadvantaged.

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 race, colour, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors. 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 and the Human Rights Policy cover the aspects of fair employment, anti-harassment and non-discrimination, which are available at <https://cdn.syngeneintl.com/2020/11/10171740/Code-of-Ethics-and-Business-Conduct-2018.pdf> and <https://cdn.syngeneintl.com/2022/11/23165312/Syngene-Human-Rights-Policy.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%	91%
Female	100%	96%
Total	100%	94%

*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 worker? 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>(i) Integrity Committee (Vigil Mechanism)</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 and regulations including the Code of Ethics & Business Conduct • Committee Constitution – CHRO, Head of Legal and Chief of Staff (one female member mandatory) • Whistle-blower Contacts: Hotline: 0008000502115 for India & (844)9053016 for United States Website: www.syngeneintl.ethicspoint.com Email: Chairman.Auditcommittee@syngeneintl.com <p>(ii) Prevention of Sexual Harassment Committee</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>(iii) Grievance Committee</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	FY23					FY22				
	Current Financial Year					Previous Financial Year				
	Total no of Manpower (A)	On Health and safety measures		@On Skill upgradation		Total no of Manpower (D)	On Health and safety measures		*On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4965	4476	90%	4476	90%	4585	4585	100%	2387	52%
Female	1882	1729*	92%	1729*	92%	1738	1738	100%	1276	73%
Total	6847	6205*	91%	6205*	91%	6323	6323	100%	3663	58%
Workers										
Male	1243	1167	93.9%	1167	93.9%	692	622	90%	487	70%
Female	211	192	91%	192	91%	170	130	76%	124	73%
Total	1454	1359	93.5%	1359	93.5%	862	752	87%	611	71%

*Employee includes Permanent & Other than Permanent employees

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

Category	FY23			FY22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3540	3540	100%	2820	2820	100%
Female	1375	1375	100%	860	860	100%
Total	4915	4915	100%	3680	3680	100%
Workers						
Male	Nil					
Female	Nil					
Total	Nil					

Note: Only permanent employees are considered for performance review. The figures in A and C indicate the number of employees 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) and the figures in B and D indicate the number of eligible employees reviewed.

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. The operating facilities are certified for ISO 14001:2015 - Environmental management systems (EMS) and 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 Aspect Impact Management (AIM) and Hazard Identification and Risk Assessment (HIRA).

The Company has a robust process safety management (PSM) and fire safety system. Regular training is imparted to the employees on Safety.

Earth rite system, Distributed Control System operation (DCS), Powder transfer system (PTS), Local exhaust ventilation, Rupture disc, Safety relief valve, dump tank, Water sprinklers, LEL detector, Multi gas detectors are installed where required. Solvents are stored under hazardous area classification with breather valve, including flame arrestor, dike wall, Sprinkler systems, etc. All sites have full-fledged emergency response plan in place with dedicated ERT leads. Mock drills are undertaken on fortnightly basis for each building for all the identified scenarios and drill performance is evaluated and accordingly corrective actions are put in place to improve the drill performance.

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 routine and non-routine activities. Risk assessments such as Lab Hazard Analysis and Process risk Assessment are undertaken for routine activities in both laboratory applications and manufacturing operations. 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 work-related hazards and to remove themselves from such risks.

Syngene has a well-established system to report any incident, unsafe condition, unsafe acts or work related hazards. All employees must 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. Workers may also raise their concerns at the periodic departmental-level safety meetings or during Gemba walks.

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

Yes, all the employees and contract employees have access to the onsite Occupational Health Centre (OHC) for immediate triaging and first aid. We have medically qualified doctors, para-medical nurses, and support staff in shift operation to support for any medical emergency. The Company has also 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. During the pandemic, employees benefitted from the routine Covid 19 testing and company sponsored vaccination drive. 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	Category	FY23	FY22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.08*	0.00*
	Workers	0.58*	0.42*
Total recordable work related injuries	Employees	3**	2**
	Workers	3	1
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	1	1

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

**Details include total number of employees/workers affected by work-related injuries or ill-health.

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

Considering the significant on-site workforce, a safe and efficient building evacuation protocol is a priority. The emergency management system includes weekly mock drills for each building. The drill performance is evaluated and accordingly, corrective actions are put in place.

13. Number of complaints on the working conditions and health & safety made by employees and workers during FY23 & FY22:

Nil

14. Assessments for the year:

	% of your 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.

All employees have access to the company-wide portal, 'SynZero', where they can report any safety incident, near miss or unsafe act. All incidents reported in the portal are investigated, root cause analysis is undertaken and corrective and preventive actions (CAPA) are put in place with a defined target date for closure.

Few examples of the corrective and preventive actions (CAPA) are: Warehouse improvement programme, Construction of new Cold room and Cool, Dry, Ventilated (CDV) Room to store pyrophoric and highly reactive and high energy chemicals, Automation of the process, etc.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers

Yes, the Company provides Group Term Life Insurance and other applicable benefits to the employees. Casual workers (Other than Permanent workers) are covered under Employee's State Insurance Act.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance with the applicable regulations and reviewed as per regular audit processes. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. relating to contractual employees and workers. The Company also sets clear expectations with its value chain partners to abide by labour laws, human rights and regulations in their nature of business.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY23	FY22	FY23	FY22
Employees	0	0	0	0
Workers	1	1	1	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes, Syngene does provide assistance through various programs which help employees to manage their career post-retirement.

5. Details on assessment of value chain partners:

Indicate input material	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Till date we have completed assessment for 40 vendors representing 66% of high risk vendors
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The team conducts safety assessment of vendors and compiles a comprehensive report highlighting various observations. Vendors are then required to submit an action plan addressing the critical observations. The team reviews and approves the proposed actions, and subsequently communicates the approved plan to the vendor. The team also diligently monitors the progress of the implemented actions to ensure timely compliance. Out of 40 vendors audited in FY23, 23 vendors had observations.

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.**

The process of identification of key stakeholders in the Company is defined by their interest, involvement and impact on the operations and engagement on various ESG matters. In 2021 a detailed stakeholder engagement exercise was conducted to understand their key concerns and material topics that are essential to Syngene's value-creation process and reporting on the topics which are important to the stakeholders. A six-step stakeholder engagement and materiality assessment process was conducted to collect and review stakeholder feedback. Each step of the process was based on guidance from the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the AA1000 Stakeholder Engagement Standard (AA1000SES). Eleven key stakeholder groups were identified to take part in the Company's first materiality assessment. These groups represent a wide range of external and internal stakeholders, ranging from clients and vendors to regulators, investors, media channels and employees.

Contact details for selected stakeholder groups to connect with the Company are publicised on the Company's 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 the frequency of engagement with each stakeholder group

Stakeholder	Channel for communication	Nature of communication
CSR partners	The majority of the Company's CSR programs are managed by the Biocon Foundation, the CSR arm of the Biocon Group. The Company also directly engages with agencies/institutions for CSR activities.	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 a clear connection point with the Company.	Regular engagement via the client account team and relevant project teams. The cadence of communication is determined by the nature of the project. Engagement with the Dedicated Centres is the responsibility of the management team for each center and is agreed upon as part of the contract in each case.
Vendors	The Strategic Sourcing team leads ESG oversight with all vendors as part of the procurement process.	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 or as part of an industry body at the national level.	Engagement with local authorities is regular on an as-needed basis through teams including EHSS, HR and Regulatory. 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. Individual engagement with trade media provides an opportunity to showcase scientific achievements.
Employees	Employees have various options for engaging with each other and the management, including quarterly town halls, divisional townhalls, and specific scientific engagements. Employees can approach the Human Resources (HR) team for support or use the HR chatbot for personal matters	Employees are invited to submit questions before every town hall and questions are answered either in the town hall 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 for each team member. The HR team provides support where needed to resolve personal difficulties in the workplace.
Investors/ shareholders	The Investor Relations team conducts a series 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 meetings with the Company. The Annual General Meeting in July 2022 was held virtually. Nonetheless, shareholders have been able to ask questions directly to the Chairperson and 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.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Respective operational/ functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such interactions is provided to the Board or relevant committees of the Board quarterly and to the Chairperson through monthly business review meetings. Engagement with stakeholders includes: meetings with investors and potential investors; employee engagement in quarterly townhalls; community engagement through CSR programs; Client engagement in the course of projects and also through an annual survey; and regular meetings with local authorities for environment, health and safety.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

A stakeholder materiality survey was conducted in FY21 to establish and prioritise material issues for the Company. Eleven stakeholder groups identified the material concerns associated with the current business operations. Based on the feedback from the materiality survey, the Executive ESG Council identified the priority ESG topics that were endorsed by the Board and form part of the Company’s growth strategy. The stakeholder engagement framework together with the ESG priorities are published on the Company’s website at: <https://esgreport.syngeneintl.com/stakeholder-engagement.html>

ESG priorities are reflected in the Company’s Code of ethics and business conduct, Supplier Code of Conduct, as well as other focused policies. The said codes and other policies are published on the Company website so that they can be scrutinised by all interested parties.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

Engagement with vulnerable/marginalised groups occurs through Company funded CSR programs, including a mental health program, health clinics for the elderly, a program to rehabilitate vulnerable women and their children, and access to high-quality science education for economically disadvantaged children. In all cases, the engagement is led by the Biocon Foundation, the charitable arm of the Biocon group of companies and programs are carried out in partnership with a not-for-profit or specialist agency.

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:

Category	FY23			FY22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	6847	6847	100%	5975	5975	100%
Other than permanent	313	313	100%	337	337	100%
Total Employees	7160	7160	100%	6312	6312	100%
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	1454	1360	93.5%	862	862	100%
Total Workers	1454	1360	93.5%	862	862	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:

The Company is paying more than the statutorily required minimum wages to all its employees and workers.

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. In Mn)	Number	Median remuneration/ salary/ wages of respective category (Rs. In Mn)
Board of Directors (other than Executive Directors)	4	6.10	4	7.58
Executive Director(s)	1	84.75	Nil	Nil
Key Managerial Personnel (other than Executive Directors)	1	33.40	1	5.09
Employees other than BoD and KMP	5174	0.85	1983	0.52
Workers	1243	0.25	211	0.22

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, Syngene has established a robust process for preventing and redressing any abuse or violation of human rights. Individuals, including community members, suppliers, customers and all other stakeholders are encouraged to speak up if they believe that the Syngene policies, including the Code of Conduct, regulations, or any laws are being breached or an individual or group is acting in a manner that would adversely impact the reputation of the Company and or its employees. The Company’s Human Rights Policy is aligned with international standards and guidelines on human rights and is available on our website at <https://cdn.syngeneintl.com/2022/11/23165312/Syngene-Human-Rights-Policy.pdf>. The Integrity & Whistle-blower Policy lays out the mechanism for any individual to raise a concern about suspected unethical/non-compliant activities and is available at <https://cdn.syngeneintl.com/2021/11/08224716/Integrity-and-Whistle-blower-Policy.pdf>

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

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

Integrity Committee (Vigil Mechanism)

- 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 Chief of Staff (one female member mandatory)
- Whistle-blower Contacts:
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:

	FY23			FY22		
	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	2	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	Nil	Nil	Nil	7	Nil	Nil

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

The Company condemns any discrimination, harassment, victimisation, or other unfair employment practices being adopted against a complainant. If any complainant feels that they are experiencing any reprisal or retaliation, victimisation or discrimination in nature of intimidation, pressure to withdraw the complaint, or threats for reporting, testifying or otherwise participating in the investigation proceedings, they can report the matter to the Integrity Committee. The Committee will take appropriate measures to address the situation.

As per the Whistle-blower policy, the complainant will not risk losing their job or suffering a loss in any manner to obstruct the Whistle-blower’s right to continue to perform their duties/functions.

Syngene has zero tolerance for retaliation against whistle blower or any employee who reports any complaint in good faith. Complete confidentiality of the complainant or the whistle blower is ensured. A participant assisting in the investigation, or furnishing evidence, is protected to the same extent as the Whistle-blower and is also entitled to the same degree of protection from retaliation for participating in an investigation. All complaints reported through any 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.

9. Assessments for the year: % of your 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, wages or any other such issue

Internal assessments are conducted seeking 100% compliance

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

No significant risks or concerns were highlighted.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

No significant risks or concerns were highlighted. During the year, the human rights policy was formulated. The Policy confirms our commitment to equal opportunity, non-discrimination, health and safety, free employment, fair wage and benefits, data privacy, corporate social responsibility, etc.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

In keeping with our values, this year we strengthened our commitment to upholding human rights by formulating the Human Rights Policy. This policy aligns with the following international standards and guidelines on human rights viz. UN Global Compact, UN Guiding Principles on Business and Human Rights, ILO 1998 Declaration of Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprise, International Bill of Human Rights and the Universal Declaration of Human Rights (UDHR). The policy is underpinned by the Syngene Code of Conduct and Syngene Supplier Code of Conduct to ensure that fundamental human rights are embedded in all operations and those of the companies which form part of the Company’s supply chain.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. To underpin inclusivity for differently abled persons, an accessibility assessment of all our facilities was initiated in FY21 as the baseline for ensuring that differently-abled employees are not disadvantaged.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	35%
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

The following actions were taken/are underway to address significant risks/concerns arising from the assessments at Question 4 above:

- a. Inclusion of clauses on environmental, labor, human rights, and ethics requirements in all contracts; Inclusion of a clause for termination of the contract for top spend suppliers when expectations concerning sustainability issues are not met
- b. Deploy a sustainable procurement management system across the target supplier base
- c. Assess the suppliers’ operational sites, including facilities such as manufacturing plants, offices, etc.
- d. Impart training on sustainable procurement to buyers

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	FY23	FY22	Remarks
Total electricity Consumption (A) Grid Units* [®]	2,27,89,569	1,90,32,084	Units (KWH)
Total DG set’s Consumption (B) DG Units	12,22,228	11,83,300	Units (KWH)
Energy consumption through other sources (C) Green Energy (Wind, Hydro, Solar)	7,38,93,760	6,62,06,995	Units (KWH)
Total energy consumption (A+B+C) Units	9,79,05,557	8,64,22,379	Units (KWH)
Total fuel (HSD) consumption (in Litres)	7,63,814	9,34,068	Diesel in Litres, LPG, and FO in Kgs
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0031	0.0033	-

*Increase in energy consumption was on account of the expansion of activities on the Hyderabad campus. Increase in grid units due to Hyderabad business where there is a restriction for green power from the Government.

[®] The figures for FY22 have been restated to provide the actual grid and green units of energy consumed as against the units of energy procured as provided in the FY22 BRSR.

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? 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, in the following format:

Parameter	FY23	FY22
Water withdrawal by source (in kilolitres)		
(i) Surface water (River Water from Govt.)	1,72,711	1,65,792
(ii) Groundwater (Bore Well Water)	6,624	5,242
(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)	1,79,335	1,71,034
Total volume of water consumption (in kilolitres)	*1,79,335	1,71,034
Water intensity per rupee of turnover (Water consumed / turnover)	0.000006	0.000007

*Note: Increase in water consumption arises 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.

Reflecting our commitment to managing effluent run-off, the Company has a zero liquid discharge policy. Syngene's zero liquid discharge policy requires that all water pollution hazards are closely monitored and all water management practices comply with the laws and regulations of the State and Central Pollution Control Board of India. The facilities in Bangalore and Mangalore have conventional effluent treatment plants, strippers, multiple effect evaporators, Agitated Thin Film Driers (ATFD) and reverse osmosis units to treat wastewater and reuse it within the plant premises. In the Hyderabad campus, wastewater is pre-treated in the effluent treatment plant managed by authorised third parties and sent to a third-party effluent treatment plant for further disposal.

5. Details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY23			FY22		
		Bangalore	Mangalore	Hyderabad	Bangalore	Mangalore	Hyderabad
NOx	µg/m ³	19.5	18.2	17.1	15.51	132	17.8
SOx	µg/m ³	8.3	16.9	13.9	7.97	26.9	14.7
Particulate matter (PM10)	µg/m ³	72.6	71.8	55.9	69.08	19.2	56.2
Persistent organic pollutants (POP)					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		
Others– please specify							
Particulate matter *(PM2.5)	µg/m ³	28.1	46.2	22.8	22.95	29.3	22
Ozone	µg/m ³	3.0	Below Detection Limit	13.2	3.0	Below Detection Limit	15.1
Ammonia	µg/m ³	4.5	Below Detection Limit	18.8	8.3	Below Detection Limit	18.9

**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? (Y/N) 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 that are engaged as follows:

- In Bangalore, 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) & its intensity, in the following format:

Parameter	Unit	FY23	FY22
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	5,821 MT	6,207 MT
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	18,433 MT	15,777 MT
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.00076 Kgs	0.00084 Kgs

Scope-2 emission increased by 17% compared to FY22 owing to facility expansion at Hyderabad.

The following emissions were added additionally as those were not captured in FY22: Process emissions, Dry Ice, Refrigerants, Steam(BSEZ), CO₂ Fire extinguishers.

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.

Yes. Green power projects with 26% equity share model (10.4MW-Wind power plant & 27.45mwdc Solar power plant) were commissioned. 250KW Roof top plant was commissioned. This helped to address 75% of energy from renewable sources, thereby avoiding 52,834 metric tons of CO₂ emission. Energy conservation projects are ongoing every year. During FY23 3.75 million units of energy were saved thereby avoiding 2,683 metric tons of CO₂ emission.

8. Details related to waste management by the entity:

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	230	217.08
E-waste (B)	3.82	Nil
Bio-medical waste (C)	109.51	98.77
Construction and demolition waste (D)	NA	NA
Battery waste (E)	3.70	4.30
Radioactive waste (F)	0.030	0.024
Other Hazardous waste. Please specify, if any. (G)	2,310.74	2,116.48
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,226.47	597.9
Total (A+B + C + D + E + F + G + H)	3,884.27	3,034.53

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY23	FY22
(i) Recycled	3,524.97	2,805.38
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	3,524.97	2,805.38

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY23	FY22
(i) Incineration	329.94	146.40
(ii) Landfilling	29.33	82.38
(iii) Other disposal operations	Nil	Nil
Total	359.27	228.78

Note: Hazardous and Non-Hazardous waste has increased in past 12 months due to expansion of activities in Hyderabad facility.

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. 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 authorised 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 segregated and stored in the central waste yard and disposed to State Pollution Control Board (SPCB) 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 3R's (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 in the following format:

S. No.	Location of operations offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of the Syngene operations are 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:

No such projects were undertaken by the Company.

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:

The Company is in compliance with applicable environmental norms.

Leadership Indicators

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

Parameter	FY23	FY22
From renewable sources		
Total electricity consumption (A)	2.65X10 ¹⁴	2.38X10 ¹⁴
Total fuel consumption (B)	7,63,814 Litres	9,34,068 Litres
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2.65X10¹⁴	2.38X10¹⁴
From non-renewable sources		
Total electricity consumption (D)	8.7X10 ¹³	4.6X10 ¹³
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	8.7X10¹³	4.6X10¹³

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. Details related to water discharged:

Not Applicable, the Company has a zero liquid discharge policy.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Not Applicable

4. Details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY23	FY22
Total Scope 3 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	88,150	NA
Total Scope 3 emission intensity*	MTCO ₂ e/Rs Mn	2.76	NA

*calculated as Emission Intensity = Total emissions (MTCO₂e) / Turnover (Rs Mn)

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Utilisation of Green power	--	75% of the Energy consumption is from green energy sources
2	Waste Recycling	Spent solvent, plastic, metal, paper waste are recycled through authorised recycling partners	90.75% of the waste generated from our operations are recycled

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Syngene has business continuity plans for each of its Operating Units and Enabling Functions. The business continuity plans contain strategies for ensuring continuity of operations at a minimum acceptable level, providing a structured approach to crisis management, establishing sustainable business continuity governance and seeking to establish business resilience in the company. Disaster recovery plans for all IT-led processes are in place. Disaster recovery drills were carried out for all key applications in FY23.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

We are in a process of assessing our value chain partners through Ecovadis on the impact on the environment due to their operations. No significant adverse impact to the environment arising from the value chain has been reported during FY23.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

35% value chain partners were assessed.

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. Provide 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

Leadership Indicators**1. Details of public policy positions advocated by the entity:**

The Company plays a strong role in public policy advocacy through regular engagement with specific external stakeholders including industry associations, government bodies and regulatory departments.

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. 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 Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

- 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:**

	FY23	FY22
Directly sourced from MSMEs/ small producers	48%	44%
Sourced directly from within the district and neighbouring districts	55%	65%

Leadership Indicators

- 1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).**

Not Applicable

- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (in INR)
1.	Karnataka	Yadgir	7 Lakh

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups?**

The Company follows an unbiased approach in the selection of its suppliers and its procurement processes, which are driven by the Company's Sustainable Procurement Policy and Supplier Code of Conduct.

- (b) From which marginalised /vulnerable groups do you procure?**

The Company does not consider the criteria for marginalised / vulnerable groups during the selection of its suppliers.

- (c) What percentage of total procurement (by value) does it constitute?**

During the year, the Company sourced 48% of the total inputs material from MSME suppliers.

- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Not Applicable

- 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Nil

- 6. Details of beneficiaries of CSR Projects:**

S. No.	CSR project	No. of persons benefitted from CSR programs	%age of beneficiaries from vulnerable and marginalised groups
1.	eLAJ Smart Clinics – Outpatient Care	70,000	100%
	eLAJ Smart Clinics – Specialists Clinics	3,700	100%
	eLAJ Smart Clinics – Community Outreach	10,100	100%
2.	Mobile Science Labs	6,500	100%
3.	Lab on a Bike	1,700	100%
4.	Inter-School Science Quiz Competition	5,000	100%
5.	Parihar	3,300	100%
6.	STEM Scholarships & Mentorship for Women	25	100%
7.	Construction of Classrooms in Government Schools	1,100	100%
8.	Solar Street Lights in Villages	5,000	100%
9.	Children’s Park	1,400	100%
10.	Har Ghar Tiranga	75,000	NA (It was a people’s movement wherein everyone came together in unity and displaying the National Flag. There were no exclusion criteria.)
11.	Miyawaki Afforestation	25,000	100%

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 is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO). 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
Safe and responsible usage
Recycling and/or safe disposal

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

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 FY23 and FY22:

Not Applicable. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO). 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? (Yes/No) 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. Provide 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.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Following are the platforms where information on products and services of the Company can be accessed:

Website: <https://www.syngeneintl.com/>

Youtube: <https://www.youtube.com/@Syngene>

LinkedIn: <https://www.linkedin.com/company/syngene-international-limited/about/>

Twitter: <https://twitter.com/SyngeneIntl>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO). It does not provide services directly to consumers.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not applicable. The Company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO). It does not provide services directly to consumers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

Not applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along with impact - Nil

b. Percentage of data breaches involving personally identifiable information of customers - Nil