



Ref: Syn/CS/SE/AGM/2024-25/Jul/03

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 2, 2024

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 2023-24

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 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

Request you to kindly take this intimation on record.

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

Priyadarshini Mahapatra
Head Legal, Company Secretary & Compliance Officer

Encl.: Business Responsibility and Sustainability Report for the FY 2023-24

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 Bengaluru- 560099, Karnataka, India
5.	Corporate address	Syngene International Limited Block II, First Floor, Velankani Technology Park, Electronic City Phase I, Bengaluru- 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	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 402,01,50,000
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 consolidated basis covering wholly-owned subsidiaries. Certain restatements have been made to address changes in methodology, while maintaining consistency and comparability.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products /Services

16. 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

17. 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

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

Location	Number of plants	Number of offices	Total
Bangalore	3	2	5
Mangalore	1	0	1
Hyderabad	2	0	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	36

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 FY24.

c. A brief on types of customers:

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

IV. Employees

20. 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)	6510	4791	73.6	1719	26.4
2.	Other than Permanent (E)	456	360	78.9	96	21.1
3.	Total employees (D + E)	6966	5151	73.9	1815	26.1
WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	1180	973	82.5	207	17.5
6.	Total workers (F + G)	1180	973	82.5	207	17.5

b. Differently abled Employees and workers*:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B / A)	No.(C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently-abled employees (D + E)	1	1	100	0	0
<u>DIFFERENTLY ABLED WORKERS</u>						
4.	Permanent (F)	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

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B / A)
Board of Directors	8	4	50.00
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.

22. Turnover rate for permanent employees and workers

	Turnover rate in FY24			Turnover rate in FY23			Turnover rate in FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.2%	25.7%	19.5%	22.2%	30.4%	24.4%	24.2%	28.1	25.2%
Permanent Workers*	Nil								

*The Company does not have any permanent workers.

V. Holding, subsidiary and associate companies (including joint ventures)**23. (a) Names of holding /subsidiary /associate companies /joint ventures:**

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

VI. CSR Details

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

(ii) **Turnover (in Rs.):** Rs. 31,935 Mn as on March 31, 2024

(iii) **Net worth (in Rs.):** Rs. 42,578 Mn as on March 31, 2024

VII. Transparency and Disclosures Compliances

25. 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)*	FY24			FY23		
		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	08	2 [®]	Nil	09	Nil	Nil
Customers	Yes	10	1 [®]	Nil	11	Nil	Nil
Value Chain Partners	Yes	14	Nil	Nil	22	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.

[®]These cases have since been resolved.

26. 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 an inherent aspect of our business due to our storage, transportation, and handling of hazardous materials.	<ul style="list-style-type: none"> ▪ Safety is our top priority across all operations. ▪ We instil a "safety first" mindset from day one, supported by our company-wide program, KAVACH, which provides governance, training, and best practices. ▪ Communication campaigns and strict safety protocols reinforce safety consciousness. ▪ Near miss reporting is encouraged and shared across the organization. ▪ Safety leadership is integral to all line managers' roles and is factored into performance assessments and rewards. ▪ Safety behaviours and mindset are considered in selection and promotion decisions. 	Negative: Safety hazards may have negative implications including loss of life, property, financial and reputation damage
2	Promotion of inclusion and diversity	Opportunity	A workforce that embraces diversity and inclusivity introduces fresh perspectives and varied experiences, fostering innovation for sustained value generation. We are committed to cultivating an inclusive workplace environment that values the uniqueness of our employees and promotes their well-being.	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	Because of the nature of our operations, the company is required to adhere to environmental, health, and safety regulations.	<p>Risk mitigation of regulatory non-compliance follows a strategy that involves identification, resolution and escalation:</p> <ul style="list-style-type: none"> ▪ Regulations relating to environment, health, safety are monitored through a governance process. ▪ Compliance assurance done through Synpliance, Compliance Management Tool and supported by a specialized legal and regulatory help desk, ensuring compliance monitoring. 	Negative: Non-compliance may have negative implications, including legal, regulatory, financial, and reputational loss

4	Risk arising from inadequate controls leading to loss of data	Risk	This risk is an inherent aspect of Syngene's business, given that we store crucial information on IT infrastructure.	<p>Technology:</p> <p>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 emerging threats of cyber attack.</p> <p>Process:</p> <p>Established governance over the management of cybersecurity using international standards like ISO27001 with vulnerability assessments regularly conducted to stress test the system.</p> <p>Program to monitor potential confidential data leakage.</p> <p>People:</p> <p>Continuous education and awareness of employees on cyber threats and phishing risk.</p>	Negative: Non-compliance can lead to legal, financial, reputational, and regulatory implications.
5	Risk arising from failure to uphold high standards of business integrity and ethics	Risk	As the majority of Syngene's clients are based in the U.S. and Europe, all contracts are subject to the laws of their respective regions.	<p>The approach to risk mitigation has the following elements:</p> <ul style="list-style-type: none"> ▪ Anti-bribery and Anti-Corruption (ABAC) policy has been rolled out covering all employees and partners. ▪ A structured program of communication and annual training refresher ensures widespread awareness of the policy. ▪ A program of supplier assessments is conducted by a third party ▪ There is constant communication reinforcing the importance of ABAC Policy. 	Negative: Noncompliance can lead to legal, financial, reputational and regulatory 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 oversees an intricate supply chain that necessitates specialized sourcing abilities, punctual deliveries, and exacting specifications from its suppliers.	<p>The issue of sourcing resilience is managed by the following program:</p> <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 Indian CRDMO industry. ▪ Develop category management capabilities. ▪ Reviewing of demand projections and stock levels for planning and building stock at optimum levels. ▪ Building resilience in logistics. 	Negative: This risk could entail adverse consequences such as business loss, financial setbacks, and damage to reputation.

7	Capital allocation and productivity	Opportunity	Capital allocation and productivity directs financial resources toward purposeful investments and expenditures in accordance with the defined strategy.	Not Applicable	Positive: creates value for stakeholders
8	Community Engagement	Opportunity	This facilitates the creation of shared value within our local communities, promoting social and economic equity, with a primary focus on community health, environmental sustainability, research, and science education.	Not Applicable	Positive: Building sustainable solutions in the community
9	Risk arising from disruption in operations due to shortage of water	Risk	Shortage of pipe water supply in Bangalore due to drought like situation; most of the water being brought in by tankers.	<ul style="list-style-type: none"> ▪ Governance mechanism put in place to monitor the water storage levels. ▪ Adequate measures both short term and long term being taken to mitigate water scarcity. ▪ Initiatives being taken to conserve water by reducing water consumption and expand usage of recycled water to reduce freshwater consumption. 	Negative: This risk could entail adverse consequences such as business loss and financial setbacks

Section B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place by 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

S. No	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	Y*	Y	Y
	b. Has the Policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Governance Reports & Policies - Syngene International Ltd (syngeneintl.com)								
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 and Sustainable Procurement Policy covers the above-mentioned principles, and the value chain partners are expected to adhere to the outlined requirements.								

<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>	<ul style="list-style-type: none"> ▪ ISO Certificate for Quality Management System (ISO 9001:2015) ▪ GxP standards (the global standard for documentation-ALCOA+) ▪ Organization for Economic Co-operation and Development (OECD) guidelines ▪ OECD document No. 22 Advisory Document of the Working Party on Good Laboratory Practice on GLP Data Integrity GLP (Good Laboratory Practices) Certification by the National GLP Compliance Monitoring Authority, Government of India ▪ 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) ▪ ICH Series guidelines ▪ ISO Certificate of Registration for Medical Device Quality Management (ISO 13485:2016) ▪ ISO IEC 17025:2017, National Accreditation Board for Testing and Calibration Laboratories (NABL) ▪ ISO 15189:2012, NABL & College of American Pathologists (CAP) for Clinical and Molecular diagnostics ▪ The clinical development operations and facilities are inspected for compliance with ICH GCP by the regulatory authority AGES- Austria. ▪ ISO Certificate for Information Security Management System (ISO/IEC 27001:2013) ▪ ISO Certificate for Occupational Health and Safety Management System (ISO 45001:2018) ▪ ISO Certificate for Environment Management System (ISO 14001:2015) ▪ The Company has also committed to Science Based Targets initiatives (SBTi)
<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 ▪ Commitment to Science-based targets (SBTi) and prioritise greenhouse gas emission reduction (scope 1, scope 2, scope 3) ▪ 96% renewable energy consumption by 2028 ▪ Reduce overall power consumption by 2% annually through efficiency measures ▪ Energy efficient design in all new buildings and renovation projects ▪ 70% reduction in freshwater consumption by 2028 ▪ Increase recycling of waste to 95% by 2028 and maintain zero waste to landfill ▪ Achieve Total Recordable Case Frequency Rate of 0.35 and Lost Time Injury Frequency Rate of 0.12 by 2028 ▪ Anti Bribery Anti-Corruption compliance as a core requirement in sourcing decisions ▪ ESG assessments & awareness workshops for >80% spend suppliers ▪ 15% of annual spend on diverse suppliers by 2028 ▪ 100% of employees to complete 4 'Licence to operate' training modules every year: 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

6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>Responsible Procurement:</p> <ul style="list-style-type: none"> ▪ Sustainable Procurement Handbook to integrate ESG parameters into sourcing decisions. ▪ Partnered with external agency for ESG baselining exercise of 130+ critical suppliers in FY24. ▪ Committed on Scope 3 targets as a part of Science based targets (SBTi). ▪ Sustainable procurement training conducted for 140+ strategic sourcing team employees. ▪ Completed ABAC compliance for 3504 vendors. ▪ 11 safety training conducted in FY24 covering 206 vendors. ▪ 48 vendor safety audits conducted in FY24 <p>Quality Management:</p> <ul style="list-style-type: none"> ▪ 87 audits of operations conducted for FY24 <p>Diversity and inclusion at workplace:</p> <ul style="list-style-type: none"> ▪ 31% of new hires for FY24 were women <p>Recycling, reuse and disposal of waste:</p> <ul style="list-style-type: none"> ▪ 96% of total hazardous and non-hazardous waste generated from operations was recycled in FY24. ▪ Total wastewater reused and recycled: 78225 KL ▪ Total wastewater reused: 36229 KL (19%) ▪ Total wastewater recycled: 41996 KL (23%) <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> ▪ Lost Time Injury Frequency Rate (LTIFR) for FY24: Employees 0.07 ▪ Lost Time Injury Frequency Rate (LTIFR) for FY24: Contractors 0.00 <p>Reduction in energy consumption:</p> <ul style="list-style-type: none"> ▪ 3% energy savings achieved year-on-year ▪ 2255 metric tons of CO₂ emissions avoided <p>Responsible usage of water:</p> <ul style="list-style-type: none"> ▪ 42% freshwater savings achieved ▪ Total wastewater reused: 36229 KL (19%) ▪ Total wastewater recycled: 41996 KL(23%)
Governance, leadership and oversight		
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p><i>"Syngene is dedicated to establishing a business that is underpinned by active environmental conservation, positive societal impact, firm corporate governance, and business ethics. This commitment extends not only within our company but also to our supply chain partners. Our ESG approach remains steadfast, concentrating on the key areas identified in our 2021 materiality survey. These areas guide our actions, enabling us to address major sustainability issues while constantly seeking new opportunities for enhancement, maintaining responsibility, and building alliances to generate enduring value."</i></p> <p>Jonathan Hunt Managing Director & CEO</p>	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The governance related to Business Responsibility policies is implemented and reviewed by the Executive Committee, with oversight from the Stakeholders Relationship and ESG Committee of the Board.
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Stakeholders Relationship and ESG Committee is responsible for endorsing decisions on sustainability-related issues.</p> <p>In addition, the Risk Management Committee also assesses risks pertaining to specific principles of business responsibility as identified by the Committee.</p>

10.	Details of Review of NGRBCs by the Company:	
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ any other Committee together with the frequency of the review
	Performance against above policies and follow up action	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.	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.	No external evaluation or assessment has taken place.
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	

Questions	Responses
The entity does not consider the Principles material to its business (Yes/No)	Not applicable
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

**Syngene is actively involved in influencing public policies by engaging with external stakeholders, regulatory authorities, and industrial associations. Although the company shares its expertise to aid in the formulation of public policy, it does not directly engage in lobbying or advocacy activities. Therefore, there is no specific policy for this purpose. However, the Business Responsibility Policy covering the nine NGRBC principles has been approved by the Board of Directors on the recommendation of the Stakeholders’ Relationship and ESG Committee.*

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	The Company conducted familiarisation programmes for its Board of Directors during the year which covered topics such as strategy building, business model and overview of business units and other updates were provided.	100%
Key Managerial Personnel	Training was undertaken on various topics namely Code of Ethics. Prevention of Sexual Harassment, Data Integrity, Code of Conduct for Prevention of Insider Trading, Anti Bribery Anti Corruption.	33%
Employees other than BoD and KMPs	All employees undergo various training programs throughout the year. Training was undertaken on various topics/aspects namely Code of ethics, Information security, POSH remote work force, data integrity.	1. Code of Ethics – 99% 2. Data Integrity – 99% 3. Information Security – 96% 4. Prevention of Sexual Harassment – 96% 5. Anti Bribery Anti Corruption – 99% 6. Data Privacy – 99%
Workers	120 sessions were conducted. Training Topics: 1) Company Policy and POSH. 2) Employee and workplace Safety. 3) Skill Development and Data integrity. 4) Personality Development	90%

Note: As part of sustaining the license to operate, every employee must complete the e Learning modules on: Code of Ethics and Business Conduct, Prevention of Sexual Harassment (POSH), Information Security and Data Integrity. Any employee who joins the organization goes through the induction where these four topics are covered, and they are assigned 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):**

Refer to the Company's website for all disclosures made under Regulation 30 of SEBI(Listing Obligations and Disclosure Obligations) Regulations,2015 at <https://www.syngeneintl.com/investors/stock-exchange-disclosures/>

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.**

Refer to the Company's website for all disclosures made under Regulation 30 of SEBI(Listing Obligations and Disclosure Obligations) Regulations,2015 at <https://www.syngeneintl.com/investors/stock-exchange-disclosures/>

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 Company 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. 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 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
8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following:**

	FY24	FY23
Number of days of accounts payable	100	109

9. **Openness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY24	FY23
Concentration of Purchases	Purchases from trading houses as % of total purchases	19%	20%
	Number of trading houses where purchases are made from	670	725
	Purchases from top 10 trading houses as % of total purchases from trading houses	28%	25%
Concentration of Sales	Sales to dealers/ distributors as % of total sales	Not Applicable	Not Applicable
	Number of dealers/ distributors to whom sales are made	Not Applicable	Not Applicable
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0%	0.1%
	b. Sales (Sales to related parties / Total Sales)	3%	1.9%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	4%	4%

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
Eleven (11) safety training sessions have been conducted.	1. Do's & Don'ts at Syngene site. 2. GHS label requirements 3. Emergency preparedness 4. Contractor core responsibility 5. Contractor safety management 6. Work permit	26
Five (5) ESG awareness sessions have been conducted	1. Rise of Sustainability & ESG 2. Drivers of Sustainable Supply Chain 3. Expectations from Supply Chain Partners	16

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.

The Company has put in place a robust framework to ensure ethical business practices and to manage any potential conflicts of interest. This framework consists of two key policies - the "Code of Ethics and Business Conduct" and the "Policy on Related Party Transactions". These policies are mandatory for all board members and are designed to provide a clear process to prevent, manage, and mitigate any conflicts of interest. 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 Company receives disclosure of interest at regular intervals from the Directors.

Overall, these policies provide a comprehensive framework to ensure that the Company's board members maintain the highest ethical standards and conduct business in a transparent and fair manner. 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.				
		FY24	FY23	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 contractual 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.

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

During the financial year, 32% of the inputs were procured from sustainable sources.

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 scope. However, plastic waste generated in our operations is handed over to authorized plastic recycling partners. E-waste, other waste and hazardous wastes are disposed through State Pollution Control Board authorized 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 is handed over to authorized plastic recycling partners and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board. Annual report for 2023 is submitted in the EPR portal.

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)? If yes, provide details in the following format?** 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.** 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) for large and small molecules.
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) for large and small molecules.

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	Total (A)	% of employees covered by									
		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	4791	4791	100	4791	100	-	-	4791	100	4791	100
Female	1719	1719	100	1719	100	1719	100	-	-	1719	100
Total	6510	6510	100	6510	100	1719	26.4	4791	73.6	6510	100
Other than Permanent Employees											
Male	Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.										
Female											
Total											
b. Details of measures for the well-being of workers:											
Category	Total (A)	% of workers covered by									
		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	Nil										
Female											
Total											
Other than Permanent workers											
Male	973	Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.								973	100
Female	207									207	100
Total	1180									1180	100

1. Health Insurance, accidental insurance is provided to all full-time/permanent employees only.
2. Male employees can claim maternity related expenses (medical hospitalization) for their spouses.
3. Organization-wide we have a tie-up with day care facility providers, which our employees and workers can use as needed.

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	FY24	FY23
Cost incurred on well- being measures as a % of total revenue of the company	0.43%	0.40%

2. Details of retirement benefits for FY24 and the previous financial year.

Benefits	FY24			FY23		
	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 ^{1&2}	100	100	NA	100	100	NA
ESI	Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.					
Others – please specify (National Pension Scheme) ³	4.0	NA	Yes	3.17	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>

<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.

Permanent employees		
Gender	Return to work rate	Retention rate
Male	100% (334 of 334)	90.4% (302 of 334)
Female	99.3% (146 of 147)	85.0% (125 of 147)
Total	99.8% (480 of 481)	88.8% (427 of 481)

*Retention rate is number of active employees as on closing of financial year to employees who took parental leave. 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.

Permanent employees	<p>Permanent employees, associates, trainees, and interns, can raise their concerns through the following channels:</p> <p>(i) Integrity Committee (Vigil Mechanism)</p> <p>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)</p> <p>Whistleblower Contacts: Hotline: 0008000502115 for India & (844)9053016 for United States</p> <p>Website: www.syngeneintl.ethicspoint.com</p> <p>Email: Chairman.Auditcommittee@syngeneintl.com</p> <p>(ii) Prevention of Sexual Harassment Committee</p> <p>Purpose: to report matters related to sexual harassment in the Company. Internal Complaints Committee comprises the Chairperson, 8 internal members and an external advisor.</p> <p>Contact details: posh.committee@syngeneintl.com</p> <p>(iii) Grievance Committee</p> <p>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. The 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.</p>
Other than permanent employees	Same mechanism as permanent employees
Permanent Workers	Not Applicable (The Company doesn't have any permanent workers)
Other than Permanent Workers	Same mechanism 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	FY24					FY23				
	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	4791	4712	98.35	4341	91	4965	4476	90	4476	90
Female	1719	1698	98.77	1583	92	1882	1729	92	1729	92
Total	6510	6410	98.46	5924	91	6847	6205	91	6205	91
Workers										
Male	973	932	95.7	932	95.7	1243	1167	93.9	1167	93.9
Female	207	193	93.2	193	93.2	211	192	91	192	91
Total	1180	1125	95.3%	1125	95.3%	1454	1359	93.5	1359	93.5

*Employee includes Permanent & Other than Permanent employees

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

Category	FY24			FY23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3972	3972	100	3540	3540	100
Female	1449	1449	100	1375	1375	100
Total	5421	5421	100	4915	4915	100
Workers						
Male	Nil					
Female						
Total						

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

10. Health and safety management system:

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

Yes, the Company has a well-established occupational health and safety management system across all the facilities. The Environment, Health, Safety and Sustainability (EHSS) Policy applies to all operations. 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).

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 work 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:

- Safety interactions and safety walks in the workplace to identify potential hazards.
- Employee participation during weekly safety hours
- Comparison of Standard Operating Procedure (SOP) with current practice.
- Reviews of incident management reports
- Reviews of safety data sheets
- 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, 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?

Employees and contractors are covered by medical insurance for occupational as well as non-occupational healthcare services. Eligible contract workers are provided with ESI benefits per the Employees State Insurance Act. All employees and contractors are required to undergo an annual health check-up. 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	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.07*	0.08*
	Workers	0.00*	0.58*
Total recordable work-related injuries	Employees	2	3
	Workers	2	3
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	1

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

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

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

Safety systems at work include:

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

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 corrective actions are put in place accordingly.

13. Number of Complaints on the working conditions and Health & Safety made by employees and workers during FY24 & FY23.

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, corrective and preventive actions (CAPA) are put in place with a defined target date for closure.

Examples of the corrective and preventive actions (CAPA) include: improvements in solvent handling (Earth rite system and interlocks, video-based training module); zero access machine guarding; lift management; 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 processes; etc.

Leadership Indicators

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

Yes, the Company provides the employees Group Term Life Insurance and other applicable benefits. 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 based on the nature of the 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	
	FY24	FY23	FY24	FY23
Employees	0	0	0	0
Workers	0	1	0	1

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	35%
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.

We have taken several concrete actions to address significant risks and concerns that arose from our assessments. Our top priority is the safety and well-being of our suppliers and their employees. Therefore, we have implemented the following measures:

1. In order to ensure that our suppliers are complying with our health and safety standards, we have included clauses related to health and safety, working conditions, and sustainability requirements into all contracts. We have also added a clause for terminating the contract with top spend suppliers who fail to meet our expectations on sustainability issues.
2. We have updated our Supplier Code of Conduct policy document to ensure that it includes comprehensive expectations on health and safety, working conditions, and sustainability. We want to make sure that our suppliers understand our expectations and are able to comply with them.
3. We have conducted training sessions on safety and ESG for all our suppliers. These training sessions are designed to provide our suppliers with the knowledge and skills they need to maintain a safe working environment for their employees and to promote sustainability.
4. We have implemented a rigorous safety assessment process for all our vendors. Our team conducts thorough safety assessments of all 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. We believe that this process is essential for ensuring that our suppliers are maintaining the highest standards of safety and sustainability.

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.**

Key stakeholders are identified based on their interest, involvement and impact on operations and engagement on various sustainability issues of the Company. A robust stakeholder engagement exercise was undertaken in 2021 to identify and assess critical stakeholder concerns and material issues that are relevant to Syngene's value creation process for all stakeholders. Eleven key stakeholder groups were identified to take part in the Company's first materiality assessment. These groups include 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	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/quarterly/others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
CSR partners	No	The CSR arm of the Biocon Group, Biocon Foundation, operates and implements most of the Company's CSR programs. The Company also directly engages with agencies/institutions for CSR activities.	Daily engagement led by the Biocon Foundation	Building community equity among program beneficiaries with a focus on science education, community healthcare, safety of women and children, protection of the natural environment. CSR programs primarily target the communities adjacent to Syngene campuses. Certain programs also offer employee volunteering opportunities.
R&D, manufacturing clients	No	Clients are provided with direct access to the Company through a key account management framework.	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 centre and is agreed upon as part of the contract in each case.	Engagement takes place throughout the lifecycle of a project via multiple teams and at multiple levels in the company as required.
Vendors	No	The Strategic Sourcing team leads oversight with all vendors as part of the procurement process, including alignment with the Company's sustainability priorities and associated performance measures.	Category managers are the first point of contact for vendors. They support with drawing up contracts and address any feedback during the delivery of the contract.	Ensuring business ethics and alignment with organizational values. Ensuring that quality of material is met as per the standards. Integration of ESG aspects into vendor operations.
Local and national authorities	No	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.	Engagement relates to responses to consultations, compliance activities, clarification on licencing, import/export guidelines and advice on technical/regulatory points, controlled correspondence.

Media	No	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.	Communications are scheduled to underpin statutory requirements to publish performance for the benefit of investors and other financial stakeholders. Other media engagement allows the company to enhance its reputation and promote new products and services.
Employees	No	Employees have various options for engaging with each other and the management, including town halls, team meetings, individual meetings and scientific engagements. Employees can approach the Human Resources (HR) team for support or use the HR chatbot for personal matters. A formal grievance process exists to handle employee complaints and an independently run whistleblower line is also provided.	Employees are invited to submit questions before town halls which are answered in person or on the intranet. Managers engage with their team members regularly. They also conduct performance reviews for each team member as well as regular coaching conversations. The HR team provides support where needed to resolve personal difficulties in the workplace.	Engagement is designed to provide employees with adequate training and development for career progression; ensure employees are aligned with organizational values and code of conduct; provide information about the Company's future plans; and resolve employee complaints in a fairly with strong institutional oversight.
Investors/ shareholders	No	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 on 26 July 2023 was held virtually. Nonetheless, shareholders were able to ask questions directly to the Chairperson and other members of the Board.	The purpose of engagement is to discuss business performance and strategy. Details of the announced events and individual investor meetings are published on the website to ensure transparency and accountability
Quality stakeholders	No	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.	The pharmaceutical sector is highly regulated and quality standards are crucial and monitored constantly. The company hosted 87 audits by regulators and clients in FY24.

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.

Quarterly updates and relevant feedback is provided to the Board and/or its committees based on respective operational/ functional head led stakeholder interactions. Additionally, these operational/functional heads also provide updates 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 (Yes / No). 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 detailed Materiality Assessment was undertaken in FY 2021 to gauge stakeholder insights to identify and prioritise material issues for the Company. Through a six-step approach, detailed insights were gathered from eleven stakeholder groups who 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.

ESG priorities are embedded in the Company's Code of ethics and business conduct, Supplier Code of Conduct, as well as other focused policies. The 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/ marginalized 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	FY24			FY23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	6510	6445	99	6847	6847	100
Other than permanent	456	451	99	313	313	100
Total Employees	6966	6896	99	7160	7160	100
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	1180	1125	95.3	1454	1360	93.5
Total Workers	1180	1125	95.3	1454	1360	93.5

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 dedicated to ensuring that all of its employees and workers receive wages that not only meet but exceed the minimum requirement set by law. Furthermore, the company diligently follows all relevant rules and regulations to guarantee fair and lawful employment practices.

3. Details of remuneration/salary/wages:

a. Median remunerations/ 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)	3	Rs. 5.97	4	Rs. 6.80
Executive Director(s)	1	Rs. 142.54	-	-
Key Managerial Personnel (other than Executive Directors)	1	Rs. 48.44	1	Rs. 6.24
Employees other than BoD and KMP	5149	Rs. 0.93	1814	Rs. 0.59
Workers	973	Rs. 0.27	207	Rs. 0.26

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.

b. Gross wages paid to females as % of total wages paid by the Company:

	FY24	FY23
Gross wages paid to females as % of total wages	17.07%	18.34%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

At Syngene, we understand the importance of protecting human rights, and we have established a rigorous process to prevent and address any instances of abuse or violation. Our policies and procedures are designed to ensure that all stakeholders, including community members, suppliers, customers, and others, are treated fairly and with respect. We take any allegations of violations of our policies, including the Code of Conduct, regulations, and laws, very seriously. If any individual or group believes that there has been a breach of our policies or an action that may harm our company’s reputation and its employees, we encourage them to speak up and report their concerns. Our process of handling such reports is thorough and transparent. We investigate all reports promptly and impartially, and we take appropriate corrective measures to prevent any further violations. We are committed to ensuring that any concerns raised are addressed effectively and that our reputation as a responsible and ethical company is upheld. The Company’s Human Rights Policy aligns with international standards and guidelines on human rights. You can find it on our website: <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?

Permanent employees	<p>Permanent employees, associates, trainees, and interns, can raise their concerns through the following channels:</p> <p>(i) Integrity Committee (Vigil Mechanism)</p> <p>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)</p> <p>Whistleblower Contacts: Hotline: 0008000502115 for India & (844)9053016 for United States Website: www.syngeneintl.ethicspoint.com Email: Chairman.Auditcommittee@syngeneintl.com</p> <p>(ii) Prevention of Sexual Harassment Committee</p> <p>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> <p>(iii) Grievance Committee</p> <p>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. The 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.</p>
Other than permanent employees	Same mechanism as permanent employees
Permanent Workers	Not Applicable (The Company doesn’t have any permanent workers)
Other than Permanent Workers	Same mechanism as permanent employees

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

	FY24			FY23		
	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	3	Nil	Nil	2	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	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY24	FY23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers	0.11%	0.10
Complaints on POSH upheld	100%	100%

8. 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 whistleblower 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.

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

Yes

10. 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 were conducted seeking 100% compliance

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

There were no grievances/complaints reporting for the financial year. Our commitment to Human Rights is embedded across the organisation through our Human Rights policy. 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	32%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
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 measures have been implemented or are in progress to address the significant risks and concerns identified in response to Question 4:

1. We have included clauses on environmental, labor, human rights, and ethics requirements in all our contracts. We have also included a clause that allows us to terminate contracts with top spend suppliers if they fail to meet our sustainability expectations.
2. We are deploying a sustainable procurement management system across our supplier base to ensure that our suppliers meet our sustainability requirements.
3. We are assessing the operational sites of our suppliers, including manufacturing plants, offices, and other facilities.
4. We have conducted training sessions for our suppliers on social factors to ensure that they are aware of and comply with our expectations.

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	FY24	FY23	Remarks
From renewable sources			
Total electricity consumption (A) Grid Units*	3,08,434	2,66,018	Unit (Giga Joules)
Total fuel consumption (B)	17,571	0	
Energy consumption through other sources (C)	0	0	
Total energy consumed from renewable sources (A+B+C)	3,26,005	2,66,018	Unit (Giga Joules)
From non-renewable sources			
Total electricity consumption (D)Grid Units	61,049	83,713	Unit (Giga Joules)
Total fuel consumption (E)	43,175	66,536	
Energy consumption through other sources (F) Green Energy (Wind, Hydro, Solar)	0	0	
Total energy consumption from non-renewable sources (D+E+F)	1,04,224	1,50,249	
Total energy consumed (A+B+C+D+E+F)	4,30,229	4,16,267	
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000123323	0.0000130374	
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000282	0.000298	
Energy intensity in terms of physical output (Giga Joules/Permanent Employee)	61.76	59.76	

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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	FY24	FY23*
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,140	1,021
(ii) Groundwater	5,911	6,624
(iii) Third party water	1,47,897	1,72,711
(iv) Seawater / desalinated water	NA	NA
(v) Others-Tankers & clean utility	31,542	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,87,490	1,80,356
Total volume of water consumption (in kilolitres)	1,87,490	1,80,356

Water intensity per rupee of turnover (Water consumed / turnover)	0.0000053734	0.0000056487
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP[®]) (Total water consumption / Revenue from operations adjusted for PPP)	0.000122	0.000129
Water intensity in terms of physical output (Kilolitres/Permanent Employee)	26.91	25.89

*The data for FY23 is being reaffirmed based on the findings of the assurance of the Company's ESG report undertaken by DNV

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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

4. Details related to water discharged:

Parameter	FY24	FY23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties*		
- No treatment	NA	NA
- With treatment – please specify level of treatment -pH and Ammonia correction	6,883.7 KL	4,641 KL
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	6,883.7 KL	4,641 KL

*The following information pertains to the Hyderabad location of the company.

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

Syngene has zero-liquid discharge treatment systems at its Bangalore and Mangalore facilities, while in Hyderabad effluent is pretreated for pH and ammonia correction before being sent to Jedimetla Effluent Treatment Limited (JETL) for further treatment.

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

FY 2024							
S. No.	Other air emissions	Bangalore			Mangalore	Hyderabad	
		Biocon Park	CLD	Unit 2		Neovantage / MN Park	Innopolis
1	NOX	21.44	20.43	20.82	14.74	20.41	20.19
2	SOX	10.38	9.35	8.99	12.90	14.58	14.13
3	Persistent organic pollutants	NA	NA	NA	NA	NA	NA
4	Volatile organic compounds	Below Detection Level	Below Detection Level	Below Detection Level	Below Detection Level	NA	NA
5	Hazardous air pollutants	NA	NA	NA	NA	NA	NA
6	Particulate matter (PM10)	68.92	68.99	68.81	45.08	61.57	61.92

Any other							
7	Particulate matter (PM2.5)	26.11	25.22	28.07	29.03	23.37	23.30
8	Ozone	4.99	5.39	5.30	Below Detection Level	16.33	15.73
9	Ammonia	6.54	6.52	6.53	Below Detection Level	26.07	26.68

FY 2023							
Sr. No.	Other air emissions	Bangalore			Mangalore	Hyderabad	
		Biocon Park	CLD	Unit 2		M N Park	Innopolis
1	NOX	17.97	17.75	16.80	16.28	17.10	20.38
2	SOX	7.83	7.81	8.04	14.77	13.90	13.04
3	Persistent organic pollutants	NA	NA	NA	NA	NA	NA
4	Volatile organic compounds	Below Detection Level	Below Detection Level	Below Detection Level	Below Detection Level	Below Detection Level	Below Detection Level
5	Hazardous air pollutants	NA	NA	NA	NA	NA	NA
6	Particulate matter (PM10)	70.85	66.60	67.82	45.91	55.90	57.81
	Any other						
7	Particulate matter (PM2.5)	23.08	23.80	24.05	26.99	22.80	21.72
8	Ozone	4.47	4.51	4.39	Below Detection Level	13.20	12.49
9	Ammonia	5.78	5.83	5.40	Below Detection Level	18.80	24.48

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. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY24	FY23*
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	6,101 MT	6,003 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	13,012 MT	18,765 MT
Total Scope 1 and Scope 2 emissions per rupee of turnover (Kgs) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/ Revenue from operations	0.0000005479 Kgs	0.0000007757Kgs
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP®) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/ Revenue from operations adjusted for PPP	0.0000125	0.0000177
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ Permanent employee	2.74	3.55

*The data for FY23 is being reaffirmed based on the findings of the assurance of the Company's ESG report undertaken by DNV

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

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

Yes, the following projects have been undertaken related to reducing Green House Gas emission:

- Energy conservation projects that have resulted in savings of 3.15 million units per annum in FY24 and avoided 2255 MT CO₂e emissions.
- Installation of 212KW rooftop solar panels at MSEZ in FY24, generating renewable solar power of 1.4 Lakh units per annum and avoiding 100 MT CO₂e emissions.
- A total of 85.67 million units were received from renewable sources from previous years' projects, avoiding 61258 MT CO₂e emissions in FY24.

9. Details related to waste management by the entity:

Parameter	FY24	FY23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	147.94	230
E-waste (B)	3.38	3.82
Bio-medical waste (C)	127.16	109.51
Construction and demolition waste (D)	NA	NA
Battery waste (E)	32.00	3.70
Radioactive waste (F)	0.006	0.030
Other Hazardous waste. Please specify, if any. (G)	2,585.14	2,310.74
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,315.24	1,226.47
Total (A+B + C + D + E + F + G + H)	4,210.86	3,884.27
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000001207	0.0000001217
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000276	0.00000278
Waste intensity in terms of physical output (waste in Metric tonnes/Permanent employee)	0.60	0.56
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	4,038.62	3,524.97
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	4,038.62	3,524.97
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	172.24	329.94
(ii) Landfilling	Nil	29.33
(iii) Other disposal operations	Nil	Nil
Total	172.24	359.27

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88

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

10. 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 hydrantsystem, 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.

11. 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? If no, the reasons thereof and corrective action taken, if any.
None of the Syngene operations are in ecologically sensitive areas			

12. 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.

13. 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, environmental law/ regulations/ guidelines in India.

Leadership Indicators

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

Not Applicable

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY24	FY23*
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	48,780	89,418
Total Scope 3 emissions per rupee of turnover	MTCO ₂ e/Rs Mn	1.36	2.74

**The data for FY23 is being reaffirmed based on the findings of the assurance of the Company's ESG report undertaken by DNV*

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

3. With respect to the ecologically sensitive areas reported at Question 11 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.

4. 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, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-withsummary)	Outcome of the initiative
1	Utilisation of renewable power	-	82% of the power consumption is from renewable sources
2	Sapling plantation drive	Plantation drives were organized as a part of World environmental day 2023. Planted 3400 saplings across all the Syngene sites (Bangalore, Mangalore, Hyderabad)	Helps to reduce the carbon footprint through plantation of saplings.
3	Awareness program on Waste management	Waste segregation dustbins (20 Nos) distributed for schools (Thirupalya & Hennagara ,Govt School Bangalore) as a part of World environmental day 2023.	Promoting the awareness on the waste management by waste segregation at the source.
4	Waste to Energy	96% of total hazardous and non-hazardous waste recycled, utilizing as an alternative energy (we have eliminated 825 metric tons of waste in FY 24).	Utilization of the waste to produce energy as a fuel reduction initiative.
5	Zero Waste to landfill	We achieved zero waste to landfill at all our facilities	Elimination of land pollution.

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

Syngene's Business Continuity Planning is integrated with its Risk Management framework, which is vital for organizational resilience. It is a tiered approach with identification of top ten threats that could potentially disrupt operations and robust business continuity plans to address them. Further, each operating unit and essential function has developed a plan of how it would respond to an incident thereby avoiding disruptions in the business operations. It includes recovery plans to be able to resume the most critical functions and return to typical business operations as quickly as possible. Additionally, comprehensive disaster recovery plans are established for all IT-related processes

6. 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 and DNV 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 FY24

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

35%

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 is affiliated with 13 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.	Confederation of Indian Industry (CII)	National
2.	Global Compact Network-UNGC	International
3.	Association for Assessment and Accreditation of Laboratory Animal Care (AAALC)	International
4.	International Society for Pharmaceutical Engineering (ISPE)	International
5.	Indian Society for Clinical Research (ISCR)	National
6.	Association of Biotechnology Led Enterprises (ABLE)	National
7.	Society of Toxicology (SOT)	International
8.	International Society for Study of Xenobiotics (ISSX)	International
9.	Karnataka Employers Association (KEA)	State
10.	Center for Chemical Process Safety (CCPS)	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 actively engages with external stakeholders, such as industry associations, government entities, and regulatory bodies, and stays compliant and advocates for public policy initiatives in the following key areas:

- **Regulatory Streamlining:** Syngene advocate for policies that streamline regulatory processes for drug development, clinical research, and manufacturing. This includes advocating for clear guidelines, efficient approval mechanisms, and harmonization of regulations to reduce time-to-market for innovative medicines for the benefit of manufacturers and end consumers.
- **Innovation Support:** Syngene advocates for policies that support and incentivize innovation in the pharmaceutical and biotechnology sectors. This could include opportunity to have visibility in international platforms, funding support for research and development (R&D), tax incentives for investments in innovative technologies, and policies that encourage collaboration between industry and academia for breakthrough discoveries.
- **Data Protection and Privacy:** Given the importance of data in drug development and clinical research, Syngene advocates for robust data protection and privacy regulations. This includes advocating for robust data security standards.
- **Talent Development:** Syngene advocates for policies that promote talent development and retention in the life sciences sector. This includes advocating for STEM education initiatives, research programs for biotech professionals, and policies that facilitate the recruitment and retention of highly skilled workforce in India’s biopharmaceutical and specialty chemical industry.

By advocating for these positions, Syngene as a CRDMO keeps contributing towards creating a conducive regulatory environment that fosters innovation, supports the healthcare and allied sectors, protects data privacy, and nurtures talent development in the life sciences ecosystem.

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)
Not Applicable						

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

Mechanisms to address the grievances have been integrated into CSR initiatives. The strategy is to address this through regular stakeholders’ meetings, structured monitoring, and evaluation of all programs, with assessment of stakeholder perceptions, either through regular surveys or third-party impact assessment.

Hosting community meetings, conducting outpatient exit surveys, installation of suggestion/complaint boxes at our health centres are some examples of the channels through which issues can be safely raised by our stakeholders. Once received through various channels, grievances are reviewed and redressed based on the findings in an appropriate and timely manner. Details of action taken are duly documented. Effective communication to communities, beneficiaries, public officials, and partners is at the heart of this strategy.

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

	FY24	FY23
Directly sourced from MSMEs/ small producers	46%	48%
Sourced directly from within the district and neighbouring districts	70%	67%*

* We have expanded our calculation to include spend from Mangalore and Hyderabad, resulting in an increased number.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY24	FY23
Rural	0	0
Semi-urban	0	0
Urban	2.20%	2.37%
Metropolitan	97.80%	97.63%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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	Yadgiri	4.6 Lakh

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

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 marginalized /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?

Nil

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 marginalized groups
1.	Sustainable urban mobility solution – Biocon-Hebbagodi Metro Station	Not Applicable (under construction)	Not Applicable
2.	Median gardens and pier wall painting of Namma Metro	Not Applicable (under construction)	Not Applicable
3.	eLAJ Smart Clinics – Outpatient care	53,008	100%
	eLAJ Smart Clinics – Specialists clinics	1,427	100%
	eLAJ Smart Clinics – Community health outreach	22,755	100%
4.	Bengaluru Urban Mental Health Initiative - promotion of mental health self-care	1,770	100%
5.	Antimicrobial resistance (AMR) tracker	Not Applicable (development of m-health application in progress)	Not Applicable

6.	Home medical kits to households in the villages along the international boarder and terror infested areas of Jammu & Kashmir	6,600	100%
7.	COVID waste-water surveillance	Not Applicable (research under progress)	Not Applicable
8.	IISc Post Graduate Medical School & Hospital	Not Applicable (under construction)	Not Applicable
9.	Mobile science labs – experiential science exposures for government school students	6,700	100%
10.	Lab on a bike - experiential Science exposures for government school students	1,700	100%
11.	Inter-school science quiz competitions & smart classrooms for government schools	8,170	100%
12.	Parihar – support to women and children in distress	1,917	100%
13.	STEM scholarships & mentorship for women	30	100%
14.	Construction of classrooms in government schools	500	100%
15.	Children's Park	1400	100%
16.	Biocon Academy	184	Not Applicable

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

Essential Indicators

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

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

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

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

3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Other complaints during FY24 and FY23:

Nil. The company specializes in contract research services and its primary focus is on providing research services to other businesses, rather than 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, Syngene has extensive cyber security and data privacy, and data breach & privacy incident management policies. Additionally, the privacy notice pertaining to Syngene's personal data processing is available on: <https://syngene-aws-storage01.s3.ap-south-1.amazonaws.com/wp-content/uploads/2020/11/18173741/Syngene-Website-PrivacyNotice.pdf>

We have our focussed learning modules on Data Privacy and Personal Data Breach, which is mandatory for the entire organisation.

We also have a designated Data Privacy Officer, whose key responsibility is to ensure data privacy guidelines are followed and all grievances related to data privacy are addressed. We also disclose the email address of the DPO (HYPERLINK "mailto:DPO@syngeneintl.com"DPO@syngeneintl.com) in the privacy notices on our website to which all data privacy related grievances can be addressed.

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.

7. Provide the following information relating to data breaches:

- **Number of instances of data breaches along with impact** - Nil
- **Percentage of data breaches involving personally identifiable information of customers** – Nil
- **Impact, if any, of the data breaches** – Not Applicable

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:

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

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

Facebook: <https://www.facebook.com/syngeneintl?mibextid=ZbWKwL>

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

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

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

Not Applicable

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

Not Applicable

**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