



At Suven, our commitment to sustainability is not just a responsibility—it's a core part of our identity.

The theme, "Transforming for a Sustainable Future," encapsulates our vision to lead with purpose, integrating cutting-edge technology, fostering collaborative partnerships, and building trust within the communities we serve.

In an era of rapid innovation, we recognize the profound impact that advanced technologies can have on reducing environmental footprints and enhancing operational efficiency. Our investments in green chemistry, energy-efficient processes, and state-of-the-art manufacturing facilities are a testament to our dedication to minimizing our ecological impact while delivering high-quality products.

Our collaborative efforts span across the entire value chain, from sourcing sustainable raw materials to developing eco-friendly products and engaging with stakeholders who share our vision. These partnerships are crucial in advancing our sustainability goals, fostering innovation, and ensuring that our practices are aligned with the global drive towards a greener future.

Trust is the foundation of any meaningful relationship, and at Suven, we prioritize transparency, integrity, and accountability in all our interactions. By maintaining trust, we are able to build lasting relationships that support our long-term sustainability objectives.

This year's sustainability report represents our holistic approach to sustainability—one that is forward-looking, collaborative, and grounded in trust. As we continue on this path, Suven remains committed to transforming the way we operate, ensuring that our growth is aligned with the needs of the planet and the expectations of those we serve.

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About the Report

We are delighted to present Suven Pharmaceuticals Limited's inaugural ESG Report, a significant milestone in our sustainability journey.

This report, encapsulating our ESG performance from April 1, 2023, to March 31, 2024, and to be unveiled annually henceforth, underscores our unwavering commitment to transparency and integrated reporting.

Throughout the report, "Suven Pharmaceuticals Limited" is referred to as "Suven" hereafter. It aims to provide our stakeholders with a comprehensive and meticulous overview of our sustainability vision, strategy, and accomplishments, inviting them to join us on this transformative journey.



Reporting Frameworks and Benchmarks

Suven's ESG Report for the fiscal year (FY23-24) has been meticulously crafted to detail our company's Environmental, Social, And Governance engagements. This report adheres to the Global Reporting Initiative (GRI) Standards 2021. This is a "with reference" report per GRI universal standards 2021. In addition to the GRI Universal standards, our reporting approach is enriched by adherence to the United Nations Global Compact (UNGC) principles and the United Nations Sustainable Development Goals (UN SDGs). These elements guide our strategic sustainability

initiatives and underscore our commitment to addressing critical global challenges.

We also adhere to the Sustainability Accounting Standard (SASB) Biotechnology & Pharmaceuticals sector guidance. This standard addresses our industry's unique disclosure requirements, ensuring our information is material and directly relevant to the Biotechnology and Pharmaceutical Sectors. This adherence enhances the relevance and quality of our sustainability reporting, making it a valuable resource for stakeholders seeking detailed and industry-specific data.

Specific assumptions and methodologies used to generate data within this report are meticulously documented to ensure clarity and reliability. The ESG report, reflecting our ongoing dedication to transparency and stakeholder engagement, is readily accessible on our company website – www.suvenpharm.com

Scope and Reporting Boundary

This report encompasses six manufacturing sites, one research and development centre, and one corporate office. It includes Casper Pharma India Limited, a wholly-owned subsidiary of Suven. The reporting boundary is consistent with both the financial and sustainability reports. The base year for reporting performance data is FY22-23. The scope for Waste generation and Water consumption for the Head office is not covered in the report's scope due to the minimal quantities for FY21-22,



FY22-23, and FY23-24. The Scope for GHG Emissions and Energy Consumption of Head Office are not covered in this report for FY21-22 and FY22-23. Fugitive emissions from the composting of food waste in Unit-1 are excluded from this report.

Restatement of information

Since this is the first year of reporting, restatements or corrections do not apply to the report.

External Assurance

British Standards institution (BSI) Group India Pvt Ltd has externally assured the FY23-24 ESG Report as per AA1000AS V3 standard to enhance credibility. A Type 2 moderate assurance has been provided. This independent verification ensures the accuracy and reliability of our reported data and ESG practices.



Feedback

We value stakeholder feedback as a crucial component of our ESG journey. We encourage all stakeholders to share their feedback, suggestions, and queries to help us improve our ESG efforts. Communications can be directed to our dedicated e-mail – sustainability@suvenpharm.com.



Message from Leadership

Annaswamy Vaidheesh

- Executive Chairperson



This inaugural ESG report demonstrates Suven's steadfast dedication to sustainable growth and operational excellence. Suven has been into a highly respected CDMO industry partner for many years and reflecting its commitment to responsible and progressive business practices.

Suven's commitment to sustainability is both tangible and proactive. As a United Nations Global Compact member and the UN Women's Empowerment Initiative, Suven upholds inclusiveness and sustainable development values. The company has developed a robust sustainability strategy, anchored by clear objectives and strong governance.

Prioritising stakeholder interests and promoting collaborative progress are essential to Suven's philosophy. This report outlines Suven's comprehensive and transparent sustainability vision, highlighting its progress and future goals.

Feedback is encouraged as Suven continues to refine its practices to better align with stakeholder expectations.

Message from Leadership

Dr Prasada Raju V

- Managing Director



Dear Stakeholders,

It is with great pride and a profound sense of responsibility that I introduce Suven's inaugural ESG Report. As we embark on this journey of transparency and commitment, we aim to establish and nurture trust with all our stakeholders. Trust is not just a word for us; it is the foundation upon which our company stands and grows.

I am pleased to present Suven's ESG Report FY23-24, highlighting our commitment to environmental stewardship, social responsibility, and strong corporate governance. We've witnessed significant growth in our operational capacity, strengthening our position in the market.

At Suven, we recognise that our environmental and social impact is as significant as our financial performance. We have implemented an ESG strategy that guides our decision-making across all aspects of our operations. Sustainable practices are essential for the environment and society and contribute to long-term business success. This year, we have taken a step ahead and formulated a comprehensive ESG strategy with clear goals and targets for each ESG parameter.

We are actively transitioning towards renewable energy sources and have implemented stricter waste management and water conservation practices to minimise our environmental footprint.

We also believe in giving back to the communities we operate in. We have increased our investment in CSR initiatives focused on education, healthcare, and environmental sustainability.

We are committed to upholding the highest ethical standards. To ensure transparency and accountability, we have established a dedicated ESG committee and implemented robust governance practices.

The initiatives outlined in this report demonstrate our dedication to integrating ESG principles into the core of our business strategy. This approach will create long-term value for our stakeholders and contribute to a more sustainable future.

We are committed to continuous improvement in our ESG performance. This commitment is a testament to our dedication to not just meeting, but exceeding, the expectations of our stakeholders. We will continue to set ambitious goals, track our progress, and report transparently on our ESG initiatives. I encourage you to read this report to learn more about our approach and achievements.

Message from Leadership

Dr Sudhir Kumar Singh

- Chief Executive Officer



Dear Stakeholders,

We at Suven are committed to delivering innovative solutions in the pharmaceutical space and fostering a sustainable and responsible future. We've significantly strengthened our environmental, social, and governance (ESG) practices this year.

We are dedicated to minimising our environmental footprint. We have proactively invested in renewable energy projects and installed rooftop and ground-mounted solar plants of 3 MWp and implemented several energy efficiency projects at various manufacturing sites which have resulted in reduction of 20% in absolute Scope 1 and 2 emissions from FY22-23. Additionally, we've achieved a 27% reduction in third-party water consumption from FY22-23 and a 31% reduction in hazardous and non-hazardous waste generation from FY22-23 through process optimisation and responsible waste management practices. We are also progressing towards sustainability by exploring a Group Captive Power Purchase Agreement (PPA) to procure 3 MWp of renewable electricity for the Vizag manufacturing unit.

We understand the importance of ethical conduct and transparency. We've established an ESG committee to oversee our sustainability efforts and ensure environmental and social regulations compliance. We remain committed to upholding the highest ethical standards throughout our operations.

Suven believe in giving back to the communities which we serve. We've significantly increased our corporate social responsibility (CSR) activities, focusing on initiatives that promote healthcare, education, and environmental well-being. We are proud to participate in the UN Women's Empowerment Principles Forum, actively advocating for gender equality. Furthermore, our commitment to responsible business practices reflects our compliance with the UN Global Compact (UNGC) principles.

We constantly evaluate and improve our ESG performance. We are confident that our continued focus on sustainability will create long-term value for our stakeholders, the environment, and society. We invite you to learn more about our ESG initiatives on our website.

We are on a journey of continuous improvement, and by working together, we can create a healthier and more sustainable future for all. "Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships," a principle that guides us daily.

Looking ahead, we are committed to further strengthening our sustainability framework. We plan to enhance our data-driven compliance systems, expand our community engagement programs, and continue to innovate in sustainable practices. Our goal is not only to meet but exceed the expectations of our stakeholders and regulatory bodies, ensuring long-term success and sustainability.

"The greatest threat to our planet is the belief that someone else will save it."

In conclusion, our journey toward sustainability is ongoing, and we are excited about the future. We are grateful for the support of our stakeholders, whose trust and collaboration are vital to our success. We will continue to drive positive change and build a sustainable future for future generations.



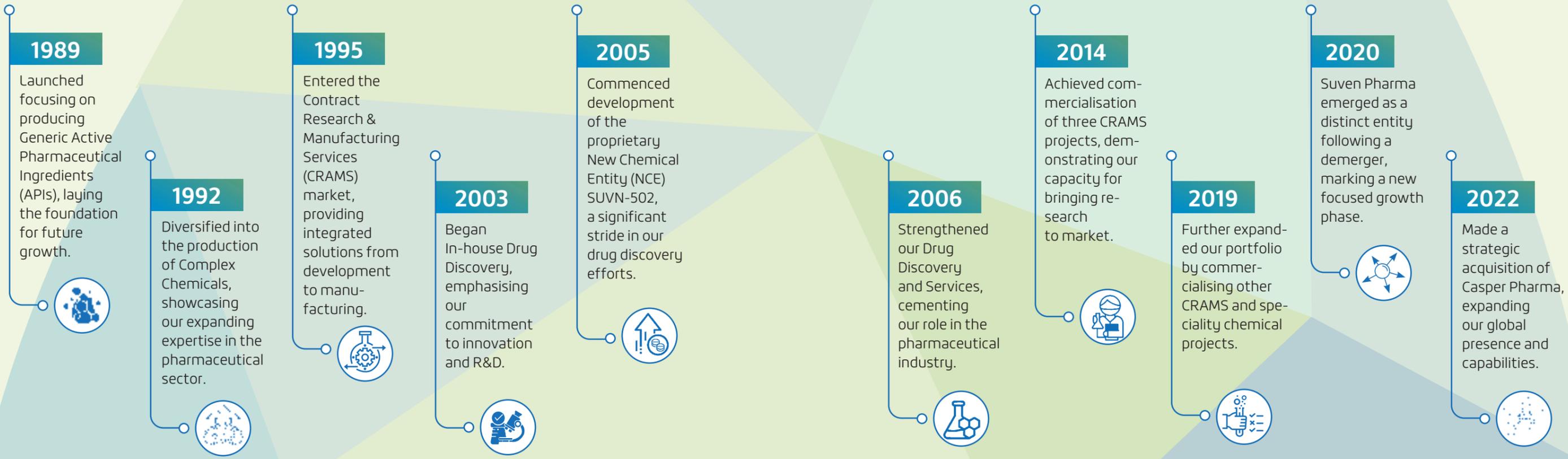
Who we are

At Suven, we pride ourselves on being at the forefront of pharmaceutical innovation and manufacturing excellence. Established through a strategic demerger from Suven Life Sciences Limited, we begin our journey a distinct entity on November 6, 2018. Suven got formally listed on NSE and BSE on 9th March 2020.

With headquarters located in Hyderabad, we are carrying on a three-decade legacy in the pharmaceutical industry. Our foundation is based on a rich history that dates back to 1989 through the development of generic APIs. Throughout time, we have added complex chemicals to our area of competence. With a strong Contract Manufacturing and Research services (CRAMS) company, founded in 1995. It's currently the turn of In the new millennium, we spearheaded internal drug discovery. Additionally creating noteworthy New Chemical Entities (NCEs), demonstrating our dedication to cutting-edge research and growth.

Our facilities reflect our commitment to global standards of quality and innovation. Strategically located across India and the USA, these facilities boast state-of-the-art equipment and are supported by over 1,100 dedicated professionals, including 85+ scientists. Our market locations are in 7 states and 25 countries. Our expertise in managing the entire CRAMS value chain – from intermediates and Active Pharmaceutical Ingredients (APIs) – is recognised worldwide, underpinned by rigorous adherence to quality and regulatory compliances, including USFDA certifications. Major milestones in our path involve getting three CRAMS technologies to market by 2014 and addressing the specialty chemical market by 2019 to start supplying other pharmaceutical businesses. Our evolution continued with the acquisition of Casper Pharma in 2022, further strengthening our position as a leader in the pharmaceutical manufacturing industry.

Our Journey



2023

Majority stake acquired by Advent entities in Suven Pharma, Professional management on boarded



2024

Suven's board approved the merger with Cohance Life Sciences, solidifying its position as a leader in integrated Pharma Contract Development & Manufacturing organisation (CDMO) in India.



Our journey is not just about pharmaceutical products but about creating a legacy of trust, innovation, and excellence. We are a preferred partner for over 25 major global companies, driven by our expertise, innovative solutions, and uncompromising quality. As we continue to grow and adapt in this dynamic industry, our focus remains steadfast on enhancing operational efficiencies and delivering exceptional value to our stakeholders and communities.

Suven highlights



Our Motto

Driven by Science...
 Inspired by Passion...
 Dedicated to building a Better Tomorrow

Our Mission

To emerge as a leading player by providing full spectrum assistance in drug development, manufacturing, and support services by collaborating with prominent global life science players.

Our Vision

To align our Drug Development and Manufacturing Services to create long-term mutually beneficial relationships in bringing innovative medicines to the world.

Our Core Values

Our core values underpin everything we do at Suven. These universal values guide our behaviour as we expand into new markets and countries.



Ethical Business Culture

Honesty, Integrity, Loyal, Fairness, Concern, Respect for others and Law Abiding.



Community

Respect for the rights, Differences and Dignity of others.



Respect

Individual, Privacy, Treating people with appreciation.



Trust

Build trust in every relationship.



Quality

Providing high-quality services, product expectations and requirements.



Innovation

It's what allows us to learn; from it, we iterate, adapt and generate new solutions.



Integrity

We are honest with everyone, and we always keep our promises.

Awards & Accolades

International Safety Awards by British Safety Council 2024



CII-SR EHS Excellence Awards 2023 Bronze Award

Appreciation by Govt of Telangana in Telangana Parishramika Pragati Utsavam 2023



Appreciation for adopting best practices in Pollution Control by TSPCB 2023



Collaborations & Ratings



Regulatory Agencies



Management System Certifications



Our Business Segments



Contract Development and Manufacturing Company (CDMO)

Suven Pharma is a world's fastest growing NCE focused end-to-end CDMO offering chemistry across the entire drug lifecycle to help pharmaceutical and biotech companies. We accelerate the idea to commercialization journey of our global partners with our 33+ years of R&D experience and manufacturing capabilities powered human capital of over 1150 experts.

Suven Pharma is end-to-end Contract Development and Manufacturing Organization providing a range of services, including: Development services – development of new drugs, from early-stage discovery to clinical trials; Manufacturing services – process development, scale-up, and commercial manufacturing; Packaging and labeling services meet all regulatory requirements and are suitable for distribution; Quality assurance and control services; Supply chain management services- ensuring that drug products are manufactured and delivered on time and in compliance with all regulatory requirements; Robust Project management services- ensuring that all aspects of drug development and manufacturing are coordinated and delivered on time and within budget.

Formulation Development and Analytical services

Suven Pharma provides powerful formulation development services to support the development of chemistry for your pipelines without having experience in manufacturing. Our expert team develop stable and compliant formulations for right API and the best dosage forms.



Process Research

Suven Pharma's services involve developing and optimizing the chemical process used in manufacturing drug substances and intermediates.

Our R&D team of over 85+ scientists has extensive experience in formulation research and analysis working with global partners for their formulation development and analytical support. Our collaborative practice executing over 880+ projects and experience of over 33+ years helps accelerate the testing of molecules through the early stages and achieve commercial goal faster.



Custom Synthesis:

Our custom synthesis recognizes the unique needs of each customer, enabling pharmaceutical and biotechnology companies to scale their novel molecules in an efficient and cost-effective manner while maintaining superior quality.



Clinical supplies Manufacturing and Packaging:

Suven Pharma partners to delivers Essentials clinical supplies required for clinical trial.

Suven Pharma offer a wide range of services to meet regulatory requirements and timelines for clinical trials.



Critical Levers of Our Business

Flexible CDMO

We excel as a flexible Contract Development and Manufacturing Organization (CDMO), supporting pharmaceutical companies throughout all drug development phases. We adapt our production capabilities to meet the demands of innovative product manufacturing, providing comprehensive services including R&D.

Reliable Partner

From initial route exploration to commercial manufacture, reliability is ensured by our strong infrastructure and cooperative approach. Our partners can depend on us to provide comprehensive support, freeing them up to concentrate on drug discovery while we manage the complex aspects of manufacturing.

Proven Track Record

With over 30 years in the industry, Suven has delivered over 880 projects, demonstrating our capability to navigate changing compliance regulations effectively and reliably launch products.

Data Privacy and IP Protection

We uphold stringent data privacy and intellectual property protection standards, ensuring our R&D activities align with current needs and regulatory expectations.

Regulatory Affairs

Our knowledgeable regulatory affairs team

expertly navigates interactions with the FDA and other agencies, ensuring timely responses to expedite product launches.

- **QRM** – Understanding of Quality Risk Management.
- **Analytical Service** – We meet the desired Analytical Development needs.
- Ability to keep **cost & timelines** in check.
- Access to **technology & science** needs for drug molecules.
- **Flexibility** – Taking care of your IP and looking forward to partnering for progress

Our Research Capabilities

Suven prides itself on a dedicated team of over 85 professional scientists who focus relentlessly on customer satisfaction and advancing pharmaceutical innovation. Our state-of-the-art Research and Development facilities are equipped to transition laboratory technology to commercial applications swiftly. Collaborating with leading global pharmaceutical and fine chemical firms, we are committed to delivering innovative drug development and manufacturing solutions. Our mission is to foster long-term relationships with global innovators and bring ground breaking medicines to the market.



R&D Services



Route Scouting

Our Route Scouting service identifies efficient drug development pathways. Our experts accelerate R&D time lines and provide impactful solutions by exploring new synthesis routes.

Analytical Method Development

We streamline the drug development process through meticulous Analytical Method Development. Our experts create precise methods to analyse pharmaceutical compounds, ensuring accurate results and progress.

Process Development

Our Process Development service optimises manufacturing processes. We systematically refine production methods, ensuring efficiency and quality at every stage of drug development.

Process Optimization Utilizing advanced methodologies

We enhance manufacturing efficiency, reduce costs, and expedite the delivery of high-quality pharmaceutical products, driving innovation and competitiveness.

“Innovation in research and development is essential to our sustainability goals. We are dedicated to enhancing scientific understanding and creating therapies that not only improve patient outcomes but also prioritize environmental responsibility, paving the way for a healthier future for everyone”



Dr. Narender Pottabathini,
Head R&D

Safety Studies

Our Safety Studies service prioritises patient well-being and regulatory compliance. We conduct thorough safety assessments backed by rigorous protocols and experienced professionals.

Tech Transfer Activities

We facilitate seamless technology transitions from lab to production. Our specialised team ensures continuity and efficiency throughout the R&D process, from concept to commercialisation.

Suven's extensive chemistry capabilities

Category	Processes
Basic Organic Reactions	Alkylation, Acylation, Amidation
Chiral Chemistry	Chiral Alkylation, Amines Synthesis, Asymmetric Synthesis, Enzymatic Resolution, Chiral Resolution
Condensation Reactions	Condensation, Cyclo-condensation, Formulations
Halogenation	Halogenation (Br, Cl, POCl ₃)
Coupling Reactions	Heck Arylation, Suzuki Coupling
Grignard and Related Reactions	Grignard Reaction, Organoborane Reduction
Reductions	Homogeneous Catalytic Asymmetric Reduction, Heterogeneous Catalytic Reduction, Various Reductions (Catalytic, Metal Hydrides, High Pressure, Metal Catalysed, Birch, Diborane, LAH, DIBAL-H, NaCNBH ₃ , Vitride)
Oxidations	Oxidation (Jones, Swern, KMnO ₄ , NaIO ₄ , Nitric Acid)
Metallation	Metallation (MeLi/n-BuLi/LDA/HMDS)
Mitsunobu Reaction	Mitsunobu Reaction
Temperature Range Reactions	Reactions from -70°C to +200°C
Distillation and Hydrogenation	High Vacuum Distillation, Hydrogenation (Pd/C, Pt/C, Rh/C, Raney-Ni)
Specialised Reactions	Cyanation, Epoxidation Reaction, Horner-Wadsworth-Emmons Reaction

Our Geographical Presence

Our facilities boast significant reactor volumes, totalling 1539 KL, distributed across multiple locations to optimise our synthesis capabilities. These reactors accommodate a wide range of reaction types and are pivotal in our ability to scale up production while maintaining stringent quality controls.



UNIT-1
 Campus : Suryapet
 State : Telangana
 Capacity : 410 KL
 Total Reactors : 78
 Focus Areas : RSMs & Intermediate manufacturing



UNIT-2
 Campus : Jeedimetla
 State : Telangana
 Capacity : 28 KL
 Total Reactors : 28
 Focus Areas : R&D & small-scale RSMs & Intermediates



UNIT-3
 Campus : Pashamylaram
 State : Telangana
 Capacity : 375 KL
 Total Reactors : 110
 Focus Areas : cGMP Intermediates & APIs



UNIT-6
 Campus : Vizag
 State : Andhra Pradesh
 Capacity : 726 KL
 Total Reactors : 119
 Focus Areas : Advanced Intermediates, CMO



FDF-1
 Campus : Pashamylaram
 State : Telangana
 Capacity : Tablets 1.6 Bn/Annum | Capsules 0.7Bn/Annum
 Liquid Orals 170 KL/Annum | Topical Cloth 20 Mn/Annum
 Semi-Solid Topical 15 MT/Annum
 Focus Areas : Formulation Facility



FDF-2, CASPER PHARMA
 Campus : Shamshabad
 State : Telangana
 Capacity : Tablets: 1.04 Bn/Annum | Capsules 0.18 Bn/Annum
 Focus Areas : Formulation Facility

ESG Highlights 2023-24

Environment



GHG Emissions **66,413** tCO₂e (scope-1 & 2)



Renewable Energy Share **3.2%**



20% absolute reduction in GHG Emissions from base year FY22-23 (Scope-1&2).



27% Reduction in Third-party Water Consumption



58% of our total area is covered by diverse plantations

Social



20% women on the board



16.25% of women in new hires



Zero Fatalities



59,480 lives impacted by community program



We are committed to sustainable procurement practices by adhering ISO 20400: 2017 guidance.



Governance



2030 ESG strategy developed



Zero regulatory non-compliance



ESG governance established



Collaborations & Ratings



Achieved EcoVadis Silver Rating



Scored 84 in Ecodesk Assessment



Achieved B- in CDP Climate Change



Science Based Targets



Signatory to United Nations Global Compact (UNGC)



Became a member of UN Women Empowerment Program (UNWEP)



Our Approach to ESG

Our ESG Strategy

At Suven, our commitment to the Environmental, Social, and Governance (ESG) strategy is part of our operations and identity. It is a testament to our forward-thinking approach and dedication to robust governance, proactive stakeholder engagement, strategic integration, and continuous improvement.

Suven has taken a comprehensive approach to crafting the ESG Strategy. Following an in-depth analysis of crucial ESG focus areas, we delved into the specific goals and targets of 26 relevant companies. Through productive discussions with senior management, we were then able to develop a clear strategy and framework that aligns with both industry best practices and Suven's approach to sustainability. The strategy outlines milestones for the next seven years

To embed ESG deeply into our corporate ethos, we've laid out a set of High-Level Directional Goals. These goals ensure we stay on a trajectory that aligns with our vision, fosters robust stakeholder engagement, and maintains transparency across all our endeavours.

High-Level Directional Goals



Transparency

is a cornerstone of our ESG strategy. We are committed to using social media and other digital tools to disclose our ESG efforts consistently and clearly. To further enhance this transparency, our annual ESG disclosures will be verified by third parties, providing stakeholders with an extra level of assurance of our sincerity and dedication. We are committed to transparency and building trust with all our stakeholders.



Periodic Evaluation and Reassessment

Recognising that ESG priorities evolve, we will conduct a comprehensive ESG risk and opportunity assessment every three years. This evaluation will ensure we stay ahead of relevant regulations and that our steps remain adequate and proactive.



Integrating ESG into the Organization's Activities

Our goal is to seamlessly incorporate ESG considerations into the fabric of our daily operations. This includes developing an ESG policy, comprehensively training employees on ESG practices, and ensuring our governance structure embodies the ESG strategy and organisation's vision.



Regular Stakeholder Communication and Engagement Plan

We aim to create a comprehensive communication strategy that makes ESG information readily available, understandable, and accessible. We integrate feedback from our stakeholders directly into our decision-making process, ensuring their voices are reflected in our actions.

ESG Governance and Committee

Suven has strengthened its commitment to sustainability by establishing a comprehensive Environmental, Social, and Governance (ESG) governance structure. This structure is designed to streamline our approach to ESG and engrain it deeply into the fabric of our corporate strategy.

Governance Hierarchy and Framework

Our governance framework comprises a hierarchical ESG Steering Committee and an ESG Implementation task force Committee, each tasked with specific functions and responsibilities supporting our overarching ESG goals.

Committee Overseeing and Implementing the Strategic Vision

The Steering Committee comprises executive leadership, including our CEO, Executive Chairman, and other key senior management members, and serves as the linchpin of our ESG efforts.

Strategic Oversight: The Committee is responsible for nominating working group members and ensuring a robust and responsive team to spearhead ESG initiatives.

Support and Guidance: It supports the ESG working groups, supplying them with the necessary data and insights to drive ESG initiatives.

Monitoring Progress: Regularly scheduled half-yearly meetings ensure the close monitoring of strategic ESG initiatives and KPIs, keeping the organisation aligned with its ESG road map.

The Task Force Operational Excellence

Parallel to the Steering Committee, the ESG task force is where ESG principles translate into action. This committee comprises functional representatives from various operating locations. The task force meets quarterly to address the issues identified for its operations.

ESG Integration The group is charged with the integration of ESG sensitization across operations, ensuring that sustainability becomes a natural part of daily decision-making processes.

Tactical Execution By developing and refining the ESG framework based on materiality assessments, the Working Group maintains the operational agility to implement sustainable practices effectively.

Integration The group is charged with integrating ESG sensitisation across operations, ensuring that sustainability becomes a natural part of daily decision-making processes

Tactical Execution By developing and refining the ESG framework based on materiality assessments, the Working Group maintains the operational agility to implement sustainable practices effectively.

A Sustainable Future

It delineates clear roles, responsibilities, and expectations, ensuring that every level of our organisation contributes to our ESG objectives. Through this governance model, we reinforce our commitment to being a sustainability leader in the pharmaceutical industry, fostering a culture that values ethical practices, social responsibility, and environmental stewardship



ESG Governance and Committee



Corporate Sustainability Steering Committee



- Chief Executive Officer
- Executive Chairman
- CHRO
- Chief Strategy Officer
- Chief Commercial Officer
- CFO

- COCO
- Sr. Vice President Operations
- Corp. Head EHS & ESG
- VP P & SCM
- Head R&D
- Head Global Project Management



Working Group - ESG Operational Committee



- Sr. Vice President Operations
- Corp. Head EHS & ESG
- All Unit Heads
- All Unit HR Heads
- All Unit EHS Heads

- All Unit Maintenance Heads
- All Unit Quality Heads
- GM HR
- AGM, Comp & Envt
- Corporate Strategy Team



Stakeholder Engagement

At Suven, we recognise stakeholder engagement's critical role in Environmental, Social, and Governance (ESG) strategy. Our approach is designed to be inclusive, dynamic, and reflective, ensuring that we align our business practices with stakeholder expectations and global ESG goals.

Stakeholder Engagement Process

We employ a systematic approach to stakeholder engagement.



We identify stakeholders directly or indirectly impacted by our operations.

Identification

Prioritization

Stakeholders are prioritised based on their influence, scope of impact, and urgency of their concerns regarding ESG matters.



We gather feedback using various engagement tools, including surveys, workshops, and digital platforms.

Engagement

Integration

Insights gathered from these engagements are integrated into our ESG strategies and operations to ensure they reflect the stakeholders' perspectives and needs.



We provide stakeholders feedback about how their input has been used and transparently report on our progress.

Feedback and Reporting

Our Stakeholder Groups

Stakeholder	Mode of Engagement	Frequency	Value Created	Critical Concerns
 Employees and workers	<ul style="list-style-type: none"> • Emails • Website • Notice board • Meetings 	Monthly meetings	Enhances internal communication and workplace satisfaction. They offer internal perspectives that help us understand the impact of our ESG efforts on our workforce.	<ul style="list-style-type: none"> • Sustainable supply chain practices • Customer Health and Safety • Climate change and GHG emissions
 Suppliers	<ul style="list-style-type: none"> • Calls • Emails • Physical and • Virtual Meetings 	Yearly meetings	Improves supply chain efficiency and sustainability. Supplier insights help us gauge our supply chain dependencies and operational challenges.	<ul style="list-style-type: none"> • Waste management (Circular economy) and Resource Efficiency • Climate change and GHG emissions • Human rights
 Investors and Shareholders	<ul style="list-style-type: none"> • Email • Stock Exchange (SE) intimations • Analysts meet / conference calls • annual report • Quarterly results, media releases • Company website • Newspaper advertisements 	Annual General Meeting	Guides strategic direction and financial sustainability. Financial and strategic oversight from this group guides our sustainable growth strategies.	<ul style="list-style-type: none"> • Corporate Governance • Energy consumption • Ethical Business Practice
 Government and Regulators	<ul style="list-style-type: none"> • Periodical Regulatory filings • Emails, letters and Representations 	As per the requirement	Ensures adherence to laws and enhances industry standing. Their guidelines ensure we comply with laws and regulations, enhancing our industry standing.	<ul style="list-style-type: none"> • GHG Emissions and Climate change • Water Management • Corporate Governance
 Customers	<ul style="list-style-type: none"> • Calls • Emails • Physical and • Virtual Meetings • Feedbacks • Website 	As per business requirement	Ensures products and services meet user needs responsibly. Customer feedback helps us ensure that our products and services responsibly meet their needs.	<ul style="list-style-type: none"> • Customer Health and Safety • Human rights • Sustainable Supply chain practices
 Community Members	Field visits and digital channels through CSR implementing agency	As an when required/ once in a year	Strengthens community relations and corporate reputation. These stakeholders help us assess our business's societal impacts and the effectiveness of our CSR initiatives.	<ul style="list-style-type: none"> • Energy consumption • Sustainable Supply chain practices • Human rights
 Competitors	Industry conferences	As per the business requirement/ association or membership meetings	Helps maintain competitiveness and industry standards compliance. Engagement with competitors helps us benchmark our progress and stay aligned with or ahead of industry standards.	<ul style="list-style-type: none"> • Access to medicine • Corporate Governance • Waste management

Prioritising the ESG Topics

Our ESG practices, aligned with the Global Reporting Initiative and the Sustainability Accounting Standards Board, ensure global standards compliance. Our materiality assessment, which includes senior management oversight and competitive insights, guarantees that our ESG focus aligns with business strategy and industry trends, enhancing accountability and strategic alignment. We conducted benchmarking across 26 companies, including peers, market leaders, and customers, to identify relevant material topics. This process also involved reviewing sector-specific topics outlined by MSCI and SASB to compile a potential list of material issues.

Across stakeholder groups, including peer companies and regulators, we received 182 responses, each contributing to a more comprehensive understanding of our ESG impact and influence. We also went beyond industry trends by incorporating competitor feedback for our materiality assessment. Each response category has informed our ESG approach, helping us calibrate our actions to ensure socially responsible and strategically sound outcomes. This blend of internal and external input drives our ESG initiatives forward, ensuring they resonate globally and within local communities. The materiality matrix was formed by considering the significant risks of Suven's operations on stakeholders, the environment, and society in the future, as well as the significant impact of Suven's operations on stakeholders, the environment, and society. In addition, consultations with Suven's senior management on material topics, biodiversity, and ethical marketing, although not initially highlighted in the materiality matrix, have emerged as a significant consideration following the management review. Consequently, we are now considering them as a potential area of future focus for Suven.

At Suven, integrating our core ESG pillars—Building Trust, Empowering People, Collaborative Actions, Sustainable Innovation, and Environmental Resilience—into specific focus areas illustrates the comprehensive approach to ESG and governance.



ESG Pillar	Focus Area	Description
Environmental Resilience 	Climate Change and GHG Emissions	Reducing greenhouse gas emissions to combat climate change.
	Energy Consumption	Implementing strategies to reduce energy use and enhance efficiency.
	Water Management	Efficient water use and conservation practices.
	Circular Economy and Resource Efficiency	Promoting recycling, waste reduction, and resource optimisation.
	Biodiversity	Conserving biodiversity through strategic initiatives and policies.
Empowering People 	Diversity and Inclusion	This pillar recognises our workforce as our greatest asset and focuses on Diversity, inclusion, and Employee Development. Investing in our people enhances their growth and enriches our organisational culture.
	Employee Development	Investing in employee growth and career progression.
	Training and Education	Comprehensive training programs for continuous learning.
	Employee Wellbeing, Health, and Safety	Prioritising the health and safety of employees.
Collaborative Actions 	Supporting Communities	We value partnerships and collective efforts to address global challenges. This pillar highlights our support for communities and access to healthcare, emphasising collaboration with various stakeholders to drive sustainable change.
	Access to Medicine and Healthcare	Improving healthcare access and availability.
	Customer Health and Safety	Ensuring the safety and efficacy of products for customers.

ESG Pillar	Focus Area	Description
Building Trust 	Corporate Governance	Trust is the foundation of our interactions with customers, employees, shareholders, and communities. This pillar encompasses our rigorous approach to Corporate Governance, Ethical Business Practices, Compliance, Responsible Marketing, Data Privacy, and Human Rights, reflecting our commitment to integrity and transparency.
	Ethical Business Practices	Upholding high ethical standards in all business operations.
	Ensuring Compliances	Strict adherence to regulatory requirements and internal policies.
	Responsible Marketing	Commitment to ethical and transparent marketing practices.
	Data Privacy and Security	Robust policies to protect customer privacy and secure data.
	Protecting Human Rights	Commitment to respecting human rights throughout operations and supply chain.
	Sustainable Innovation 	Responsible Product Development
Sustainable Supply Chain Practices		It is ensuring sustainability throughout the supply chain.



“Sustainability is central to our strategic initiatives. We are committed to identifying and implementing growth opportunities that align with our vision for a sustainable and resilient future, ensuring that our strategies benefit both our company and the environment.”

Mr. Raju Komaravolu,
Chief Strategy Officer



Our Commitment to Global ESG Goals

At Suven, we are acutely aware of our role in the global movement towards sustainability and have meticulously aligned our ESG focus areas with the United Nations Sustainable Development Goals (SDGs). Suven's initiatives address the operational impact and contribute to the larger global aspirations enshrined in the SDGs.

ESG Topics	Actions	SDGs impacted
Customer Health and Safety	We focus on delivering safe, effective pharmaceuticals and improving healthcare access, contributing to health and well-being.	
Access to Medicine	We enhance access to essential medicines and health services, especially in under served communities.	
Employee Well-being	We promote well-being and economic growth by ensuring a healthy and supportive work environment.	
Diversity and Inclusion	We advocate for gender equality and reduced inequalities, ensuring a diverse and inclusive workplace.	
Waste Management	Our commitment to reducing waste supports clean water sanitation and sustainable resource management.	
Water Management	Our commitment to reducing freshwater consumption and improving the quantity of recycled water.	
Energy Efficiency	Improving our energy efficiency contributes to ensuring access to affordable and sustainable energy.	
Ethical Business Practices	We foster a workplace culture of dignity and respect, promoting sustained economic growth.	
Data Privacy and Security	We protect sensitive information, fostering trust and innovation.	
Community Engagement	Our CSR initiatives aim to make cities inclusive, safe, resilient, and sustainable.	
Sustainable Supply Chain	By optimising our supply chain, we support sustainable consumption and production patterns.	
Climate Action	Our actions to reduce GHG emissions reflect our commitment to mitigating the impacts of climate change.	
Corporate Governance	We promote transparency, anti-corruption, and accountability, supporting the creation of just and strong institutions.	

Charting Our Path to a Sustainable Future

Emissions and Climate Change



Goal 1: Achieve net-zero emissions by 2050.

Target

- Reduce absolute scope 1 & 2 emissions by 35% by 2030
- Complete comprehensive scope 3 GHG inventorization and set targets by 2025

Energy Sourcing & Consumption



Goal 2: Switch to 100% renewable energy usage by 2040

Targets

- Transition to renewable energy sources by at least 20% of total energy use by 2027.
- Reduce energy intensity by 10% by 2030

Water Management



Goal 3: Implement Water Stewardship measures across the organisation

Targets

- Reduce specific water consumption by 15% by 2028
- Increase water recycling and reuse to 15% by 2030
- Explore and implement water recycling technologies where feasible to reduce fresh water dependence.

Circular Economy and Resource Efficiency



Goal 4: Achieve zero waste to landfill by 2040

Targets

- Reduction in hazardous waste going to landfill by 15% by 2030

Sustainable Supply Chain Practices



Goal 5: Integrate sustainability considerations throughout the supply chain.

Targets

- 100% of suppliers to acknowledge the supplier Code of conduct by 2027
- Provide awareness and training on ESG and CoC to critical suppliers
- Reduce supply chain emission intensity / encourage suppliers to become signatories to SBTi
- Develop and implement ESG screening criteria during on boarding of critical supplier

Diversity and Inclusion



Goal 6: Foster a workplace culture that is equitable, diverse, and inclusive for all employees.

Targets

- Increase the representation of women in the workforce to at least 20% by 2030
- Increase representation of women in leadership to 25% by 2030.
- Continue being an equal opportunity employer and encourage the inclusion of LGBTQA and differently-abled in the workforce.

Employee Well-being and Development



Goal 7: Create a motivated and empowered workforce.

Targets

- Continuously increase employee satisfaction
- Achieve attrition levels below the 12% by 2028

Occupational Health and Safety



Goal 8: Build a culture of health and safety first.

Targets

- Zero fatalities
- 100% of the employees undergo health and safety training

Access to Medicine and Healthcare



Goal 9: Increase access to affordable and essential healthcare for underserved communities

Targets

- Support initiatives that promote public health education and disease prevention.
- Offer assistance to programs or patients with financial constraints
- Contribute towards the development of solutions for new diseases or neglected diseases.

Ethical Business Practice and Regulatory Compliances



Goal 10: Demonstrate the highest ethical standards and unwavering commitment to regulatory compliance

Targets

- No cases of ethical non-compliance
- No significant regulatory non-compliance or fines
- 100% of the employees and board members to acknowledge the COC

A Responsible Path Forward

Suven sets a decisive and responsible path forward by identifying these focus areas. Each area represents a commitment, a challenge, and an opportunity for growth and improvement. The strategic efforts, guided by stakeholder input, are crafted to create a positive impact that resonates with our values, fulfils our responsibilities, and upholds our pledge to a sustainable and equitable future.

Environmental Resilience



Climate Change

APPROACH

Climate change represents one of the most pressing global challenges today. The World Economic Forum has declared extreme weather events among the world's top risks by severity. It also predicts that this risk will rise in the world risk order to become the highest risk in 10 years. Suven's business depends on global supply chains, raw materials procured from different parts of the world, and finished goods supplied to various parts of the globe. Hence, addressing climate change is crucial for business continuity.

Over the decades, the climate change risk has led to newer and more stringent regulations in different parts of the world. The cascading impact of these regulations is and will continue to rise for our operations. While these risks create operations and financial implications, we envisage several opportunities to contribute meaningfully to the world and business. For instance, the WEF predicts that infectious diseases will impact certain countries like India more than others. Through our operating sector, we foresee a role for Suven in combating and addressing the disease through appropriate molecule and drug manufacturing capabilities.

Therefore, at Suven, we consider addressing climate change integral to our business strategy and ensuring long-term resilience and growth. Our approach to combating climate change is multifaceted, focusing on reducing greenhouse gas (GHG) emissions, enhancing energy efficiency, and adopting sustainable practices throughout our operations.

Knowing our footprint

We are committed to developing a comprehensive inventory of our direct and indirect GHG emissions. This is a start towards contributing to the global agenda of achieving a 1.5-degree scenario and committing to achieving net zero.

Designing footprint reduction pathway

Our energy needs and sources define the footprint of operations. Our current focus is on a deep dive into the energy landscape. Continuously identify and implement measures for reducing emissions.

Engaging with stakeholder

Implementation of climate change-related activities needs multifunctional support and coordination. At Suven, the ESG governance framework adopted during the year will enhance coordination.



PERFORMANCE & INITIATIVES

We have conducted GHG inventORIZATION encompassing our scope one and 2 GHG categories. The Scope 1 GHG emissions occur due to fuel use for steam generation, diesel generators, and other operational activities, while electricity purchased for the operations contributes to Scope 2 emissions. There was a reduction in emissions from the fuel used. There was an absolute GHG reduction of 16,642 tCO₂e from FY22-23 to FY23-24, i.e., a decrease of 20% (including Scope 1 and 2).

GHG Emissions ¹ (tCO ₂ e)	FY21-22	FY22-23	FY23-24
Scope 1 Emissions	47,497	48,593	41,259
Scope 2 Emissions	35,462	33,723	24,415
Total Emissions	82,959	82,316	65,674
Biogenic Emissions	-	-	20
Emissions Intensity (tCO ₂ e/ Revenue from operations in million rupees)	6.28	6.25	6.19

Table 9 GHG Emissions

Emissions other than GHG (MT)	FY21-22	FY22-23	FY23-24
NOx	21.21	18.72	14.71
SOx	53.32	54.52	48.64
Particulate matter (PM)	27.34	27.18	22.70

Table 10. Emissions other than GHG

¹ GHG Emissions for Head office for FY21-22 and FY22-23 is not included in this report

Reducing footprint with renewable energy



Annual Generation
2348034 kWh FY 24



Installed Capacity
3.05 MWp



Scope-2 emissions reduction about
1681 tCO₂e



Annual Cost Savings
194.89 INR Lakh



"Environmental stewardship and social responsibility are integral to our operations. We are dedicated to implementing practices that reduce our environmental impact and contribute positively to society, reflecting our commitment to ESG principles."

Mr. Metlapalli Srinivasu,
VP-Corporate Head (EHS & ESG)

Suven Pharmaceuticals has initiated a comprehensive assessment of its Scope 3 emissions, encompassing seven key categories (purchased goods and services, capital goods, fuel and energy, upstream transportation and distribution, waste generation, employee commuting, downstream transportation and distribution) which have been preliminarily estimated at 52639.57 tCO₂e for FY23-24 using a spend-based methodology. This initial evaluation marks the first step in Suven's journey towards quantifying its value chain emissions. While the current assessment provides a high-level overview, Suven is committed to aligning its future reporting with the rigorous standards of the GHG Protocol and GRI to ensure transparency and accuracy in disclosing its environmental impact.

Scope 3 Emissions
52639.57 tCO₂e for FY23-24

Case Study

The CII-Net Zero programme facilitates Indian industries in contributing to India's 2070 net-zero emissions goal and supports their alignment with global sustainability standards, amidst changing climate regulations

Process of Programme



Transitioning towards net zero Scope 1 and 2 emissions requires translating commitments into on-ground actions. The transition calls for concentrated actions and is considered critical since it can:

- Enhance the environmental performance of the organization
- Reduce resource consumption significantly
- Build greener, reliable, and sustainable businesses
- Decarbonize operations
- Reduce direct and indirect costs

Suven Pharmaceuticals Limited is committed to sustainability, and taking efforts to mitigate Scope 1 and 2 emissions will help us frame net zero goals and take necessary actions.



OUTLOOK

Looking ahead, Suven is committed to deepening its climate action by setting ambitious goals and targets in alignment with the Science-based targets initiatives (SBTi). We are dedicated to significantly increasing our renewable energy usage, targeting 50% of our total energy consumption from renewable sources by 2030. Suven is also expanding its environmental focus to encompass Scope 3 emissions across all its value chains. Collaborative efforts with industry leaders and environmental organisations are essential to developing and implementing best practices for climate action. Suven is taking steps towards securing renewable electricity by exploring a Group Captive Power Purchase Agreement (PPA).



Energy Consumption

APPROACH

Energy is a critical element of manufacturing operations. Efficient energy use is fundamental to reducing our carbon footprint and enhancing business competitiveness. At Suven's, we employ a comprehensive approach to managing and reducing energy consumption. We have a multipronged approach to improving our energy performance, which involves having an energy management system, regularly monitoring and assessing our energy performance, and incorporating newer, more efficient technologies for reducing energy consumption.

Energy Audit

Regular energy audits identify areas where energy use can be optimised. These assessments help us understand our energy consumption patterns and pinpoint inefficiencies.

Energy Management Systems (EMS)

We have implemented advanced EMS to monitor and control energy usage across our facilities. These systems provide real-time data on energy consumption, enabling us to make informed decisions and implement corrective actions promptly. Our adherence to ISO 50001:2018 standards underscores our dedication to continuously improving energy management systems.

Energy Efficiency Programs

PERFORMANCE & INITIATIVES

The steps taken or impact on conservation of energy;

We recognize the vital importance of conserving energy not only for the sustainability of our operations but also for the larger environmental impact. We are committed to minimizing our energy consumption through various initiatives and strategies across all sites of our operations. During FY 23-24, we have taken the following steps to conserve energy:

- Installed auto On/Off switch with temperature controller for cooling towers,
- Installed the Flash steam recovery system and reused the flash steam as a heating utility for the methanol distillation column,
- Dry vacuum pumps for the O-Xylene distillation process to replace the steam consumption
- Installed VFDs for the cooling tower fans to reduce the speed based on the temperature set point
- Replaced conventional lights with LED lights
- Replaced old and Rewind motors with High-efficiency motors, etc.

the above energy-saving initiatives across our operations have decreased energy consumption by about 680988 kWh



We have also identified the following initiatives for the implementation in FY 24-25:

- Replacement of conventional utility of Unit-1 with high energy efficient chiller & air compressor
- Energy Recovery from Air compressors
- Existing Aluminum fans to be replaced with high energy-efficient cooling fans
- Auto tube cleaning system for the Chiller Condensers
- Replacement of the IE-2 Motors & Re-wound motors with IE-3 Motors
- Replacement of conventional vacuum pumps (water+steam Jet) with dry screw vacuum pumps
- Replacing of steam purging hot water system to Skid mounted (PHE) hot water systems

Through regular Energy Audits and assessments, we identify areas of improvement and implement energy-efficient technologies and practices.

Overall Renewable Energy Growth

The total energy consumed from renewable sources increased significantly, reflecting our dedicated effort to integrate renewable energy into our operations. In FY23-24, we recorded 15.31TJ consumption from renewable sources

Energy Consumption ²	FY 21-22	FY 22-23	FY 23-24
Renewable Energy (Fuel + Electricity) (TJ)	5.44	2.34	15.31
Non Renewable Energy (Fuel + Electricity) (TJ)	721.21	723.15	459.13
Total Energy consumed (TJ)	726.61	725.49	474.44
Energy Intensity (Total energy consumption/ INR million)	0.055	0.054	0.045

Table 8 Energy consumption

Energy Consumption	FY21-22	FY22-23	FY23-24
Non-renewable sources Fuel Consumed			
Imported Coal - TJ	395.06	420.01	199.01
Indian Coal – TJ	114.89	105.84	128.28
Diesel - TJ	20.79	15.96	7.89
Furnace oil – TJ	0.40	1.03	1.20
Total energy consumption (TJ)	531.13	542.83	336.38
Electricity Consumed			
Total electricity consumption (TJ)	190.04	180.32	122.76
Renewable sources			
Total electricity consumption (TJ)	5.44	2.34	9.07
Total consumption fuel (TJ)	0.00	0.00	5.91



OUTLOOK

Looking forward, Suven aims to enhance our energy consumption practices through several forward-thinking strategies. We plan to significantly increase our investment in renewable energy sources, aiming to raise the proportion of our energy consumption from renewables. Our energy initiatives will continue to align with our plans for climate change.

We will benchmark our practices against global best practices to ensure we remain at the forefront of energy management in the pharmaceutical industry. This approach allows us to adopt the most effective and innovative solutions, driving continuous improvement in our energy consumption practices.

Ensuring full compliance with all relevant energy regulations and standards is fundamental to our approach. By aligning our practices with these standards, we ensure that our energy consumption is efficient and compliant with global sustainability goals.



“Our commitment to the Environmental, Social, and Governance (ESG) strategy is part of our operations and identity. Efficiency and sustainability are the cornerstones of our operations. We strive to enhance our production capabilities while minimizing environmental impact, ensuring that our practices contribute positively to the health of our planet.”

Mr. Ramkumar Esakki,
Sr VP & Head –Operations

² Energy Consumption from Head office for FY21-22 and FY22-23 is not included in this report.



“Our focus on sustainable formulations is unwavering. Through continuous research and development, we aim to create healthcare solutions that are not only effective but also environmentally responsible, reflecting our dedication to a sustainable future.”

Dr. T A Das,
Chief Operating Officer-Formulations

Renewable and non-renewable energy mentioned is inclusive of fuel and electricity



Water Management

APPROACH

Water is critical to Suven's commitment to environmental resilience, as climate change will continue to threaten and exasperate water crises. We need fresh water or high-quality water sources to manufacture our products, which are critical for world safety and good health. Therefore, water is always relevant to our business.

Effective water management ensures that we minimise our environmental footprint, comply with regulatory requirements, and support the communities where we operate. As water scarcity becomes a global concern, responsible water use and conservation are integral to our sustainability strategy. We also keep a keen eye on water stress and related developments.

We prioritise effective water usage monitoring to ensure efficient use and identify areas for improvement. By continuously tracking our water consumption, we can implement targeted strategies to optimise our operations and reduce waste. This proactive approach enables us to maintain high water efficiency and conservation standards throughout our facilities.

We are committed to water recycling and reuse practices, significantly reducing our reliance on freshwater sources while being mindful of the limitations presented by the nature of our business operations. We maintain stringent water quality and efficiency standards by integrating advanced water treatment and monitoring technologies.

PERFORMANCE & INITIATIVES

We utilise water from groundwater sources and water supplied by third-party vendors through tankers. Our water consumption has reduced significantly over the last few years due to initiatives taken and focusing on products with lower water consumption.

We have conducted an internal assessment of the water risk of the locations of operation utilising the secondary information available in the public domain.

We have installed advanced water recycling systems that treat and reuse water within our facilities, significantly reducing freshwater withdrawal. **Two of our plants have already achieved zero liquid discharge (ZLD)**, a significant achievement towards compliance. By implementing ZLD technology, we can treat and reuse wastewater, eliminating the need for discharge. This conserves valuable water resources and reduces our dependence on freshwater sources. We discharge only 24% of treated effluent outside the premises through third parties (Common Effluent Treatment Plants). Our efforts are to manage water resources effectively, reduce dependency on external sources, and ensure that water discharged back into the environment is treated to meet regulatory standards. 106382 KL of water recycled/reused by Wastewater recycle, Rainwater collection, treatment and use, Steam condensate reuse, Wastewater reuse for wastewater equipment cleaning and Water conservation through adopting engineering controls.

**Recycled Water
106382 KL**

We have created employee awareness to promote water conservation practices within and outside the workplace.

Water Withdrawal ³ (Megalitres)	FY21-22	FY22-23	FY23-24
Surface Water	0.00	0.00	0.00
Groundwater	50.71	47.32	47.52
Third-party water	225.38	210.01	152.41
Total volume of water withdrawal	276.09	257.34	199.94
Water intensity (Total water used / turnover in million rupees)	0.02	0.01	0.02

Table Water withdrawal

Water Discharge (Megalitres)	FY21-22	FY22-23	FY23-24
Third-party	78.09	67.33	43.87

Table Water discharged

OUTLOOK

Looking ahead, Suven aims to enhance its water management practices further through several strategic initiatives. We are committed to expanding our water recycling systems to achieve higher levels of water reuse and reduce our reliance on freshwater sources. We will also actively explore the implementation of rainwater harvesting systems.

Finally, adopting a holistic approach that integrates water management with other sustainability initiatives, such as energy conservation and waste reduction, will enable us to create more sustainable and resilient operations. These efforts reflect our dedication to minimising environmental impact and promoting sustainability in all aspects of our business.

³ Since there is minimal Water withdrawal in Head office, thus Water consumption is excluded for the all 3 years in this report



Circular Economy and Resource Efficiency

APPROACH

Suven adopts comprehensive waste management strategies to align with circular economy principles. These practices help minimise waste, reduce environmental impact, and enhance operational efficiencies. By focusing on resource optimisation and waste reduction, we aim to create a sustainable business model that supports long-term ecological balance and economic growth. Our approach to waste management is intertwined with our product management, which rests on the principles of green chemistry.

We are committed to **improving waste segregation** at the source to increase the recyclability and reusability of materials, **collaborating with suppliers to identify the materials that can help minimize process waste generation, and utilizing** recyclable and innovative packaging materials.

PERFORMANCE & INITIATIVES

Waste is meticulously segregated into various types: plastic, e-waste, bio-medical, construction and demolition, battery, and hazardous and non-hazardous. This meticulous categorisation ensures that every kind of waste is handled appropriately. For hazardous and non-recyclable wastes, environmentally safe disposal methods, including incineration and land filling, are employed to ensure compliance with regulatory standards and minimise environmental impact. These strategies collectively support our commitment to sustainable and responsible waste management.

Waste Generated ⁴			
Waste Category (MT)	FY21-22	FY22-23	FY23-24
Hazardous Waste	8179.41	9493.8	5980.80
Non - Hazardous Waste	3419.86	3279.38	2839.84
Total waste generated	11599.27	12773.18	8820.65

Table 10 Waste generated

Waste directed to disposal ⁵			
Mode of Disposal (MT)	FY21-22	FY22-23	FY23-24
Incineration	91.93	95.37	32.28
Landfilling	3790.9	5625.04	3788.43
Other disposal options ⁶	8326.03	7022.41	5101.30
Total waste disposed (MT)	12208.86	12742.82	8922.01

Table 11 Waste disposed

OUTLOOK

Looking forward, Suven's will continue to pursue the ambition of zero waste to landfill. Green chemistry initiatives supported by life cycle assessment will continue to support this ambition by identifying hotspots for reductions. Simultaneously, we plan to increase recycling and reuse rates to continue waste diversion from disposal. Expanding our waste-to-energy projects is another critical focus, aiming to convert more waste into usable energy and reduce our environmental footprint. Additionally, we are exploring innovative waste reduction techniques and sustainable packaging solutions to minimise waste generation at the source. Our commitment to regulatory compliance ensures we continuously update our waste management practices to align with evolving environmental standards and regulations. Through these efforts, we aim to foster a more sustainable and efficient use of resources in our operations.

The absolute reduction in waste generation of 3952.5 MT from FY22-23 to FY23-24, i.e. 31%

⁴ Waste generation and disposal in HO due to the nominal quantities, thus Head office is not included in all 3 years

⁵ All waste is disposed outside the premise i.e. off site

⁶ Other disposal option is Co-processing and brick manufacturing processes.



Biodiversity

APPROACH

Biodiversity is a critical aspect of environmental sustainability. It encompasses the variety of life forms on Earth, including different plants, animals, and microorganisms, the genetic information they contain, and the ecosystems they form. At Suven's, we recognise the importance of preserving biodiversity as it directly impacts ecological balance and the overall health of our planet.

Our approach to biodiversity focuses on minimising the environmental footprint of our operations and consciously avoiding activities that threaten biodiversity or natural habitats. The two key items of our approach have been ecological impact assessment and ensuring compliance with regulation.

Environmental Impact Assessments Before initiating any project, we conduct thorough environmental impact assessments to identify potential effects on local biodiversity. This helps in making informed decisions that mitigate negative impacts.

Compliance with Regulations Adherence to national and international biodiversity regulations is paramount. We align our practices with global standards and guidelines to ensure biodiversity protection.

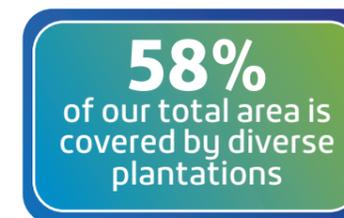
PERFORMANCE & INITIATIVES

Suven has developed a policy on biodiversity to facilitate the understanding and implementation of action on biodiversity. This policy is shared with all stakeholders for information, implementation, and review. Through these principles, we strive to exceed biodiversity requirements and contribute to a sustainable future for Suven and the communities we serve.

All our operational sites have undergone environmental impact assessment per the regulatory requirements. In the due course of these assessments, biodiversity assessments have been conducted. Our operational locations are outside this vicinity of reserves or areas of biodiversity importance. We have also undertaken a desk-based biodiversity risk assessment per the WWF atlas. The biodiversity policy is communicated to all the stakeholders and commits to collaborate with stakeholders to reduce the environmental impacts on biodiversity,

Climate change impacts biodiversity worldwide. Therefore, we consciously try to reduce our operations' carbon footprint and positively impact biodiversity preservation. We do not utilise any raw materials from nature and natural resources in biodiversity-rich areas. However, we continuously monitor, review, and assess our interaction with biodiversity to undertake initiatives and drive implementation if needed. Besides, we continue collaborating with stakeholders and raising awareness about biodiversity conservation among employees and local communities.

Green Cover We have established extensive green belts across our operational units, contributing significantly to local biodiversity. As per the internal assessment it was analysed that at Unit 1, about 73% of the total area is covered by plantations and extensive biodiversity. All other manufacturing locations also demonstrate significant green cover ranging between 15 to 33%. Suven's has dedicated 260,299 square meters of green areas, i.e., about 58% of our total area is covered by diverse plantations. This is significantly beyond the mandatory regulatory requirements. Regular monitoring of biodiversity is conducted and reported to regulatory authorities as well.



No operational sites are owned, leased, or managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas.

OUTLOOK

Looking ahead, Suven's is dedicated to enhancing its biodiversity conservation efforts through several strategic initiatives. We plan to expand biodiversity within our operations by introducing a more comprehensive range of species. This expansion aims to protect diverse ecosystems and ensure the conservation of various flora and fauna.

Strengthening our engagement with stakeholders is another key focus. We aim to foster collaborative efforts in biodiversity conservation by working closely with local communities, governments, and environmental organisations. This collaborative approach will help us address biodiversity challenges more effectively and ensure sustainable conservation practices.

Empowering People



Employee Wellbeing and Management

APPROACH

Employee well-being and effective management are critical to our sustainability journey. Our approach is built on three interconnected processes: respecting individuals through protecting human rights, optimising their skills through human capital development, and fostering organisational success through strategic employee recruitment, development, and retention. By prioritising employment practices that emphasise fairness and inclusivity, we ensure that everyone is treated with respect and dignity. Our comprehensive recruitment strategies focus on attracting diverse talent, while our robust training programs are designed to enhance employees' skills and potential. Retention efforts, including career development opportunities and well-being initiatives, aim to create a supportive and thriving work environment. This holistic approach drives employee satisfaction and engagement. It contributes to our overall organisational success, reinforcing our commitment to sustainability through the well-being and management of our **most valuable asset—our people.**

PERFORMANCE & INITIATIVES

We employ full-time and contract workers in our operations. Suven has about 1152 employees and 1197 contract workers, who are provided through third-party services providers and support in various activities within the company's operations. **Our employee turnover was about 17% during the year.**

Number of new hires					
Male			Female		
Age group (< 30 years)	Age Group (30 to 50 years)	Age group (> 50 years)	Age group (< 30 years)	Age Group (30 to 50 years)	Age group (> 50 years)
10	49	8	9	3	1
Total new employees hired during the year: 80					

Number of employees left the organisation.					
Male			Female		
Age group (< 30 years)	Age Group (30 to 50 years)	Age group (> 50 years)	Age group (< 30 years)	Age Group (30 to 50 years)	Age group (> 50 years)
47	116	18	5	9	1
Total Male	181		Total Female	15	
Total Employees leaving the organisation: 196					

Supporting employee well-being

Amongst several initiatives, we encourage our employees to take parental leave as needed. Life insurance, Health care, Disability and invalidity coverage, Retirement provision and Stock ownership are other benefits extended to employees as per the applicability within various employee categories. At Suven, we celebrate festivals, occasions, and important days and facilitate wellness activities and programs. Suven has implemented a paternity leave starting this year, offering support to employees during this time.

Two employees took maternity leave during the year and returned to work.

Collective Experience of Idea Generation

Suven's idea-generation process is designed to foster continuous improvement and innovation. The company conducts workshops encouraging all employees to contribute ideas, emphasising that every idea has potential. These workshops follow a structured format, including brainstorming sessions, team idea refinement, and presentations. Employees are guided to consider everything for improvement, aiming for measurable impact while balancing commercial risks and rewards. By avoiding restrictive behaviours and focusing on collective experience, Suven Pharma ensures a dynamic environment where new ideas can thrive, ultimately driving the company towards exceeding customer expectations and staying ahead of market trends.

Respecting people grievance

We prioritise addressing and resolving grievances effectively to maintain a positive work environment. Our Human Resources (HR) Manual includes two key policies: the Grievance Redressal Policy and the Open Door Policy. The Grievance Redressal Policy provides a structured mechanism for employees to voice their concerns or complaints, ensuring fair and impartial treatment for everyone within the organisation. This policy guarantees that all grievances are thoroughly heard, investigated, and resolved promptly, fostering

employee satisfaction and a supportive workplace. Additionally, our Open Door Policy encourages open communication between employees and management. This policy promotes a culture of transparency and approachability, allowing employees to express ideas, suggestions, and grievances directly to their superiors or higher management without fear of reprisal. Implementing these policies strengthens the bond between our workforce and management, creating a collaborative and harmonious work atmosphere at Suven's. Under the Open Door Policy, employees can express their ideas, suggestions, and grievances directly to their superiors or higher management without fear of reprisal. This open communication channel strengthens the workforce and management bond, promoting a collaborative and harmonious work atmosphere.



OUTLOOK

We intend to enhance our engagement with employees and better understand their views by regularly conducting employee satisfaction surveys and utilising third-party services like Good Place to Work. We foresee these as a method to gain unbiased insights into our work environment and address them. We will establish clear and regular performance feedback processes, emphasising continuous development and growth. These initiatives foster a supportive and empowering workplace, enhancing employee satisfaction and contributing to our overall organisational success. By prioritising these aspects, we demonstrate our dedication to creating a thriving, equitable, and sustainable work environment for all our employees.



"Empowering our workforce through diversity and inclusion is vital to our sustainability efforts. We believe that a diverse and motivated team drives innovation and fosters a culture of sustainability throughout our organization."

Mr. Gaurav Bahadur,
CHRO



Diversity and Inclusion

APPROACH

Diversity and inclusion are essential pillars for Suven as they drive innovation, enhance employee satisfaction, and reflect our commitment to social responsibility. Embracing diversity means recognising and valuing the unique contributions of individuals from various backgrounds, which fosters a more dynamic and creative work environment. Inclusion ensures that all employees feel respected, valued, and empowered to contribute their best work. This approach aligns with our ethical values and enhances our competitive edge in the global market by enabling us to understand better and serve diverse customer needs.

At Suven, we have implemented a comprehensive strategy to promote diversity and inclusion at all organisational levels.

PERFORMANCE & INITIATIVES

We measure our performance on diversity through the diversity of age groups and genders. About 6.25% of our employees are women. However, among the new hires in the year, about 16.25% are women. We value this achievement and intend to continue to fortify our company's women's strength.

Employee Breakup by Age	Employee Breakup by Age								
	Age group (< 30 years)			Age Group (30 to 50 years)			Age group (> 50 years)		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	146	124	22	903	855	48	103	101	2

Employee Breakup by Gender	Year	Total Employees	Employee Breakup by Gender			
			Male employees	Female employees	Male employees (%)	Female employees (%)
	FY21-22	1193	1127	66	94.47%	5.53%
FY22-23	1165	1102	63	94.59%	5.41%	
FY23-24	1152	1080	72	93.75%	6.25%	

Policy Framework: We have established clear policies that outline our commitment to diversity and inclusion. These policies are integrated into our recruitment, retention, and development practices to ensure they are applied consistently across the company.

Inclusive Policies: Our workplace policies are designed to support a diverse workforce. This includes flexible working arrangements, parental leave policies, and support for employees with disabilities.

The Prevention of Sexual Harassment (POSH) Policy implemented by Suven mentions a clause on confidentiality of complaints / Protection against victimisation. It states that disclosures of wrongful conduct are submitted on a confidential basis or anonymously. Such disclosures are confidential to the extent possible and convenient, requiring an adequate investigation. Suven takes stringent actions against any Director, Supervisor or employee found to have so violated this clause.

Recruitment Practices: We actively seek to attract a diverse pool of candidates by partnering with various recruitment agencies, attending job fairs focused on diversity, and implementing unbiased recruitment practices. This includes training hiring managers on unconscious bias and ensuring inclusive job postings.

Training and Development: Regular training programs educate employees on the importance of diversity and inclusion. These programs cover cultural competence, unconscious bias, and inclusive leadership, aiming to foster an inclusive culture where everyone feels valued.

OUTLOOK

To continue being an equal-opportunity employer and ensure sustained progress on increasing women's diversity, we will establish dedicated learning and grooming programs to support women's growth across all levels. We are committed to transparent communication of our D&I efforts and progress to all employees. Practical training and awareness sessions on diversity and equal opportunity will be conducted regularly. Employment communication and practices will be clarified, incorporating a matrix for diversity and equal opportunity to ensure inclusivity and fairness throughout the organisation.



Training and Education

APPROACH

We understand that our success is platformed primarily on our team's knowledge, skill and expertise success. Hence, we focus on enriching our intellectual capital by motivating our team to participate in learning and upskilling. In doing so, we also allow our employees to upgrade their skills and knowledge and stay relevant to market trends. Our training and development programs are designed to equip employees with the skills and knowledge necessary to excel in their roles and adapt to the evolving demands of the pharmaceutical industry. We follow a systematic approach to training, ensuring that each program aligns with organisational goals and individual career aspirations.

Our approach to training and education starts with needs assessment and is followed by the development of training programs, blended learning methods, and feedback gathering. It is a continuous loop that is utilised internally.

PERFORMANCE & INITIATIVES

Beyond the training conducted regularly at Suven, Suven employees periodically attend workshops and other knowledge-sharing forums. We also invite global experts in our business space to enlighten our team on evolving global trends. This helps us strengthen our efficiencies and provides us with a more significant competitive advantage in the global arena. Training programs are also conducted for contract workers, depending upon the needs of their work areas.

Our learning and development programs are focused on GMP training, safety training, learning and development, and other programs conducted throughout the year. About 70% of the total training hours have been devoted towards GMP training and 21.3% to safety training. Training programs covered

Leadership Development, Regulatory Compliance Training, and Technical Skills Training. Suven prioritises offering GMP and EHS training not just for employees but also for contractual workers.

An average of 67.44 hours of training was provided to each employee.



Needs Assessment:

We conduct regular assessments to identify the training needs of our workforce. This involves gathering input from managers, employees, and industry experts to ensure our programs address current and future skill requirements.

Customised Training Programs: Based on the needs assessment, we develop customised training programs tailored to different job roles and career stages. These programs cover various topics, including technical skills, regulatory compliance, leadership development, and soft skills.

Blended Learning Methods: We employ diverse training methods to cater to diverse learning preferences, including classroom sessions, e-learning modules, workshops, on-the-job training, and mentoring. This multi-faceted approach ensures that training is accessible and effective for all employees.

Regular Updates and Reviews: We regularly update our training content to reflect industry trends, technological advancements, and regulatory changes. Periodic reviews help us assess the effectiveness of our programs and make necessary adjustments.



OUTLOOK

Looking forward, we plan to enhance our training programs by adding new training and implementing and strengthening the digital training platform within the organisation. We will continue to invest in **enhanced leadership development**, focusing on preparing the next generation of leaders. This involves identifying high-potential employees and providing them with tailored development opportunities. We aim to strengthen partnerships with **leading educational institutions** to develop joint training programs and research initiatives. This collaboration will help us stay at the forefront of industry advancements and academic excellence.



Employee Health and Safety

APPROACH

Suven's commitment to Employee well-being, Health, and Safety is deeply embedded within its Integrating Environmental, Occupational Health and Safety (OHS) management system. This integration ensures that safety practices are a core aspect of all organisational operations. The approach is guided by several EHS principles, starting with Leadership Commitment, which is demonstrated through a corporate EHS policy that navigates best practices and reflects management's dedication to achieving the highest standards of EHS across all facilities. Compliance and regulatory adherence are other key principles, with Suven adhering to stringent legal, regulatory, and statutory requirements supported by a robust system to track, update, and communicate these requirements to relevant stakeholders.

The safety committee and process safety committee, supported by safety policy, support the implementation of our approach and ambition for health and safety. Implementing internationally recognised standards, particularly the Occupational Health and Safety Management Systems (ISO 45001:2018), ensures a systematic approach to managing health and safety risks.

PERFORMANCE & INITIATIVES

As a company committed to fostering a safe and supportive work environment, we recognise that a robust Occupational Health and Safety (OHS) framework is essential and applicable to all employees for operational efficiency and employee satisfaction.

Hazard Identification, Risk Assessment, and Incident Investigation

Suven follows the PDCA (Plan Do Check Act) cycle to ensure the effective implementation of EHS management systems across all sites. A comprehensive procedure ensures compliance and regulatory requirements and adheres to them, including developing a legal register, compliance tracking systems, and regular updates to legal requirements. Integrated Management Systems, combining Quality, Environmental, and Occupational Health and Safety Management Systems, ensure consistency and alignment across all governance aspects. Process Safety Management includes thorough Process Hazard Analysis, including methodology for hazard analysis based on HAZOP, HIRA, or risk matrix.

Quantitative Risk Assessment and Change Management are critical components, with procedures in place to assess and manage risks associated with changes in processes, facilities, or operating procedures. A well-documented Hazardous Area Classification program addresses the prevention and protection against fire and explosion risks.

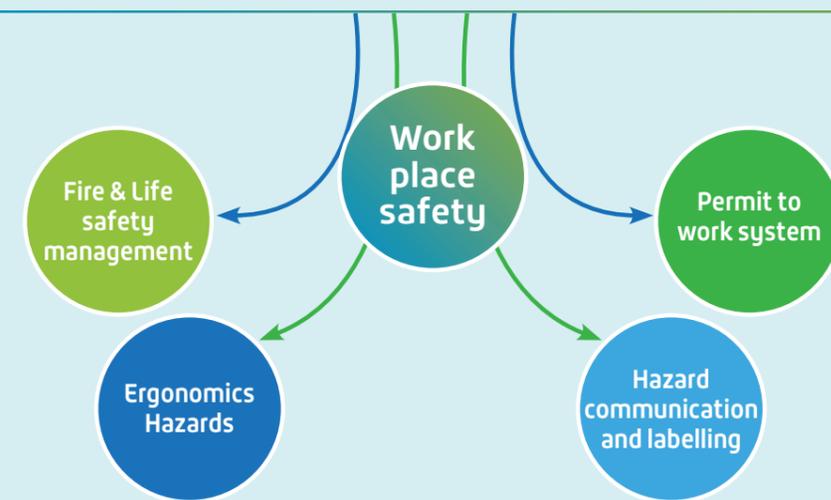
Workplace Safety

Suven's Industrial Hygiene Management Program systematically identifies, evaluates, and controls workplace hazards with regular monitoring and sampling, exposure control strategies, and health surveillance. Establishing Occupational Exposure Bands ensures effective hazard communication regarding chemicals' toxicity and pharmacological activity.

Workplace Safety is managed through a Permit-to-work system, ensuring control over hazardous non-routine tasks. Hazard Communication and Labeling programs ensure employees are aware of workplace hazards. Fire and Life Safety Management involves conducting Bow Tie assessments and ensuring facilities

Ergonomic hazards were assessed to prevent repetitive motion injuries (RMI). When two or more employees performing the same type of work are diagnosed with RMI, action is taken to address the issue. Employers must establish and implement a program designed to minimise RMIs, which includes:

- Conducting a worksite evaluation
- Controlling exposures that have caused RMIs
- Providing training for employees on ergonomic practices and injury prevention



are equipped with necessary safety equipment by third-party evaluations. This year, we delivered 16,575 hours of safety training dedicated to employees. (GRI 403-5)

Occupational Health Centre

The facility boasts a comprehensive Occupational Health Centre staffed 24/7 by qualified paramedical professionals and a doctor. It has all the necessary medical equipment according to the factory department's requirements. All employees undergo annual medical examinations, with additional check-ups every six months for those involved in hazardous operations. NABL-accredited laboratories carry out these examinations, and qualified medical doctors review the results. A detailed report is then generated to identify and analyse health trends.

Suven has developed a procedure to monitor and improve Environmental, Health, and Safety (EHS) performance. This process involves setting objectives, defining monitoring parameters, executing the plan, and collecting data to evaluate performance. Any deviations from the plan are identified, analysed, and corrected.

Our performance metrics demonstrate the effectiveness of our safety initiatives. There have been no fatalities for the last three years. Two lost time injuries were recorded with employees during the year. While the injuries are not severe or life-threatening, Suven has identified actions and implemented measures to avoid similar incidents in the future through the systematic system of record keeping and incident investigation.

Safety Incident/Number	Category	FY21-22	FY22-23	FY23-24
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0	0.70
	Workers	0	0.29	0
Total recordable work-related injuries	Employees	0	0	2
	Workers	0	1	0
No. of fatalities	Employees	0	0	0
	Workers	0	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0	0
	Workers	0	0	0

Enhancing Health and Safety culture in all our facilities

Our facilities have a comprehensive health and safety program that prioritises risk mitigation. This includes utilising **fire proximity suits** for emergency response, **secondary containment tanks** around storage and dispensing tanks to prevent leaks, and a network of **smoke detection systems** and **toxic gas leak detection systems** in strategic locations to ensure quick identification of potential hazards. Additionally, **hydrocarbon detectors** in all closed rooms provide another layer of safety for flammable materials. We have readily available spill control kits and emergency leak arresting kits designed explicitly for ammonia and chlorine gas to address potential chemical spills. Furthermore, **foam trolleys and sprinklers** are placed near solvent and chemical storage areas, while **medium velocity water sprinkler systems** safeguard above-ground tanks. This commitment to implementing a robust safety infrastructure demonstrates Suven's dedication to protecting its employees and the environment.



OUTLOOK

Several initiatives to improve safety and sustainability are planned for implementation across all sites. These include the introduction of nitrogen blanketing systems for reactors and centrifuges, the installation of oxygen and LEL detection systems in closed rooms, enhancing fire alarm and hydrant systems, and the implementation of dust extraction systems. Additional measures include installing solvent-transferring, earthing interlocks and closed sampling systems.

Suven aims to further enhance its EHS management systems by integrating more advanced technologies and best practices. The leadership team will continue to set clear EHS objectives and allocate resources to support them. They will identify potential hazards and assess risks, developing strategies to mitigate them through training, safety awareness, and employee engagement. This proactive and continuous improvement approach will ensure a safer work environment and contribute to the company's long-term sustainability.

Case Study: Transforming Safety Culture

Purpose

This year, we underwent a comprehensive safety culture transformation to enhance workplace safety, ensure regulatory compliance, and promote employee well-being. The primary goals are to reduce accidents, improve compliance, mitigate risks, and ultimately achieve zero incidents. This initiative aims to foster a proactive safety culture where safety is integral to daily operations and decision-making processes. By addressing these goals, Suven seeks to create a safer, more productive work environment that aligns with its sustainability objectives and ethical commitments.



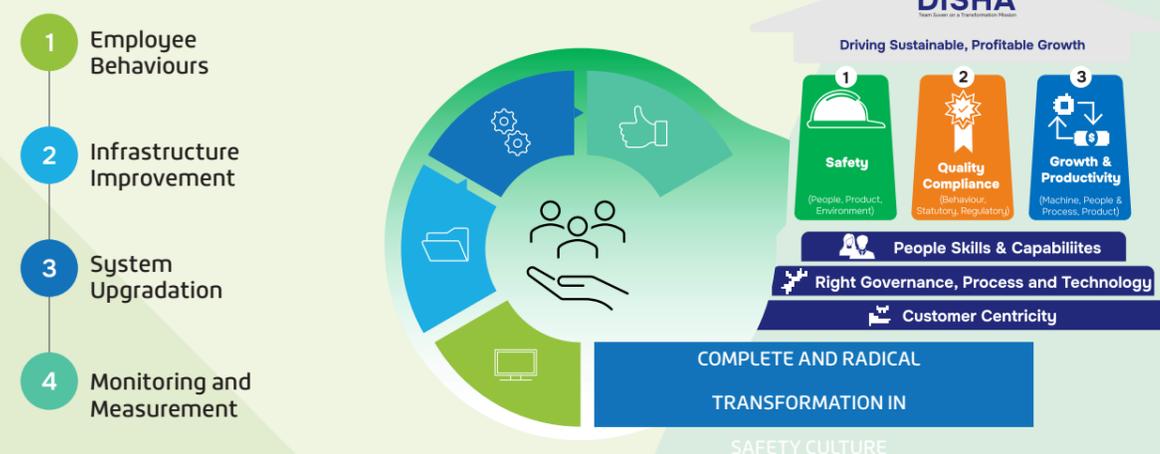
Approach

The approach towards transforming safety culture focuses on leadership commitment, employee engagement, continuous improvement, and system upgrades. A crucial element is securing the responsibility of leadership to support and actively participate in safety initiatives, ensuring that safety

protocols are understood and championed from the top down. Comprehensive training programs are implemented to ensure that all internal safety auditors and employees are proficient in the latest safety techniques. Effective communication plays a vital role in articulating the objectives and benefits of the transformation to all employees, fostering a sense of collective responsibility. Continuous improvement is emphasised through regular reviews of safety data, adapting strategies as necessary to enhance effectiveness.

SAFETY CULTURAL TRANSFORMATION

"Metamorphosis"



Approach towards implementation of safety culture transformation



Activities and Actions

The transformation involves several targeted activities and actions designed to address specific safety challenges and promote a safety culture. One of the cornerstone activities is the Safety Interactions Gemba



(SIG), which includes quarterly shop floor safety interactions by the CEO, monthly safety interactions by site heads and leadership teams, and weekly safety rounds by zone owners or block in-charges. This top-down approach demonstrates leadership's commitment to safety and reinforces positive safety behaviours among employees.

In addition to SIG, Safety Observations Gemba (SOG) are conducted as structured and planned proactive safety observations aimed at identifying and addressing unsafe conditions at the workplace. These observations are performed regularly by operations heads, site heads, and leadership teams, fostering a proactive approach to workplace safety.

Contractor Safety Field Audits (CSFA) are another critical component, ensuring that all contractors comply with safety standards. These audits are conducted monthly, with deviations resulting in penalties, and include training for auditors to maintain high safety standards.

Employee engagement is actively promoted. Employees are encouraged to identify at least one unsafe condition monthly and participate in safety toolbox talks and risk assessments. Bi-monthly safety campaigns further involve all employees in fostering a positive safety culture.

The Reward and Recognition Program (R&R) is established to acknowledge and motivate employees who demonstrate exemplary safety performance. Monthly rewards are given to workers and supervisors for their contributions to safety, and special recognitions are made for the best SIG, SOG, and CSFA auditors and the best safety performance site each quarter.

A progressive consequence management system is implemented to enforce disciplinary actions for violations of safety standards, ensuring that all employees and contractors understand the critical importance of adhering to safety protocols.

System transformation initiatives focus on streamlining procedures to align with global safety standards. Infrastructure upgradation initiatives are also undertaken, involving significant improvements such

as nitrogen blanketing systems, oxygen detection systems, fire alarm systems, and dust extraction systems to address high-risk activities and enhance safety.

Outcome

The safety culture transformation plan and activities initiated last year led to significant improvements in workplace safety. The initiative results in enhanced safety awareness and commitment across all levels of the organisation, reducing workplace accidents and incidents. Compliance with safety regulations improves markedly, and there is a notable increase in employee engagement and participation in safety initiatives. The reward program successfully recognises and reinforces positive safety behaviours, contributing to a more motivated and safety-conscious workforce.

Challenges

The transformation journey has its challenges. One of the primary obstacles is overcoming initial resistance from employees who are accustomed to old practices. Ensuring comprehensive and continuous employee training is another significant challenge, as is maintaining consistency in implementing safety procedures across different sites. Additionally, effectively monitoring and measuring the impact of safety initiatives requires robust systems and dedicated resources.

Way Forward

To sustain and build upon the success of the safety culture transformation, Suven plans to continue reinforcing leadership commitment to safety and enhancing training programs to keep up with evolving safety standards and practices. The company aims to expand employee engagement activities to foster a more profound sense of ownership and accountability for safety. Regular reviews and updates of safety procedures and infrastructure are conducted to address emerging risks and challenges. Ongoing monitoring and evaluation of the effectiveness of safety initiatives ensure continuous improvement and alignment with the company's safety and sustainability goals.

The journey towards a complete and radical transformation in safety culture demonstrates the organisation's unwavering commitment to ensuring a safe and healthy work environment for all its employees. We aim to maintain and enhance its safety culture through sustained efforts and continuous improvement, ensuring the well-being of its workforce and the success of its operations.



Collaborating Actions



Aligning with Communities

APPROACH

Suven recognises the importance of building solid relationships with the communities in which it operates. We believe that by working together, we can create a positive and sustainable impact on the lives of those around us. Commitment to community engagement stems from the recognition that businesses thrive when the communities around them are healthy, educated, and economically stable. By fostering solid relationships with our communities, we aim to create a positive social impact that complements our business objectives.

Suven's CSR Policy outlines a comprehensive framework for social responsibility, encompassing critical areas like environmental protection, community development, healthcare initiatives, ensuring access to clean water and sanitation, and promoting education.

Suven's CSR Committee is vital in developing and implementing our community engagement strategies. The Committee identifies key social issues in our operational areas, and designs targeted initiatives to address them. We employ a participatory approach, engaging community members in the planning and execution of projects to ensure the relevance and effectiveness of our actions. We maintain open communication channels with all stakeholders, including local government bodies, non-governmental organisations (NGOs), and community representatives. We employ stakeholder engagement and impact assessment as the tools for regularly evaluating our performance and re-alignment if needed.

So far, while Suven engages in some Corporate Social Responsibility (CSR) initiatives directly, Suven Trust serves as the primary channel for its broader social responsibility efforts.

PERFORMANCE AND INITIATIVES

Suven Trust is the backbone of our CSR initiatives, guaranteeing their successful execution and alignment with our social responsibility goals. This structured approach ensures our programs directly benefit target communities, maximising the positive impact and responsible use of our resources.

778.12
INR Lakhs
Spent on
CSR

59,480
number of
lives
touched



Bridging the Gap in Healthcare

Suven prioritises improving healthcare facilities and services in regions like Hyderabad, Nalgonda, and Vizag. This is achieved by investing in medical infrastructure, health camps, and awareness programs. These initiatives aim to improve community health standards and ensure essential services reach underserved populations.



Empowering Through Education

Education is a cornerstone of our CSR strategy. We offer scholarships and tuition support to empower youth across Hyderabad, Medak, Nalgonda, and Vizag. These scholarships remove financial barriers that might hinder educational pursuits. By supporting students, we build a capable future workforce and foster the socio-economic development of the communities we serve.



Building a Sustainable Future

Suven is committed to environmental sustainability. Our green initiatives, primarily based in Hyderabad, promote environmental conservation through tree planting, support for sustainable energy projects, and educational workshops on environmental stewardship. These initiatives aim to create a lasting impact, promote sustainable practices, and help mitigate the effects of environmental degradation.



Thriving Communities

Our community development projects in Hyderabad and Nalgonda focus on improving the quality of life for residents. This includes developing infrastructure, providing essential services like safe drinking water, and enhancing public health standards. By improving access to necessities and upgrading infrastructure, we aim to make a tangible difference and foster a better living environment.



Empowering Women

We are committed to empowering women through various initiatives focusing on financial inclusion, skill development, and entrepreneurship training. These programs aim to equip women with the tools and resources to become economically independent and contribute meaningfully to their communities.



Preserving Cultural Heritage

Suven recognises the importance of arts and culture. Our projects in Hyderabad support local artists, fund cultural activities, and help maintain cultural heritage sites. These initiatives ensure that traditional arts and practices thrive and enrich the community's cultural fabric.



Safe drinking water

Suven ensures safe drinking water by installing RO plants in communities surrounding their operations. This provides access to clean, potable water, promoting better health and hygiene.



OUTLOOK

Suven remains consistent in its commitment to social responsibility. We plan to expand our CSR initiatives to new regions and address emerging social needs. In the educational sector, we plan to introduce more scholarships and support programs, particularly targeting underprivileged communities, to ensure quality education is accessible to all, thereby increasing the number of beneficiaries. For this purpose, we will continue to explore and extend partnerships with implementing organisations.

We will continue to focus on innovation and collaboration to develop impactful programs that create sustainable, positive change. Building stronger partnerships with NGOs, local governments, and other stakeholders will be key to achieving these goals, ensuring our community initiatives are more effective and far-reaching. By working with stakeholders, Suven aspires to be a leading force in driving positive social and environmental impact in our communities.

Case Study: Empowering Rural Education through Mobile Science Lab Initiative



Problem Statement

In rural areas, access to quality science education is limited. Traditional rote learning methods fail to engage students or foster a deep understanding of scientific concepts. This educational gap mainly affects disadvantaged children, hindering their academic growth and future opportunities.

Activities Taken

Suven Pharma, in collaboration with Agastya Foundation, launched the Mobile Science Lab (MSL) initiative to address this issue. This program aims to bring interactive and hands-on science education directly to the doorsteps of remote schools.

The Mobile Science Lab has over 100 hands-on science models covering Physics, Chemistry, and Biology. It is mainly for middle school children. The lab visited various schools and conducted face-to-face sessions, making learning interactive and fun.

The program also offered detailed educational sessions on diverse topics such as soil, animal movement, daily life chemistry, plant nutrition, and many more. Additionally, community visits were organised to educate on anatomy, eclipses, seasons, parts of the body, and soil pollution.



A Science Fair was also organised at GHS Hanuman Nagar, which provided students with a platform to engage with science experiments and concepts.

Achievements/Impact

The initiative successfully addressed the problem by making science education more accessible and engaging. In feedback-gathering sessions, students and teachers reported increased understanding and enjoyment of science. Practical experiments made concepts more accessible to grasp and retained students' interest.

Community Impact	School Impact	Science fair
Over four community visit days, the program engaged 237 boys, 213 girls, and 650 community members.	Two hundred fifty-two sessions, engaging 2,384 boys and 4,026 girls, and provided exposure to 222 teachers.	420 student exposures, trained 60 Youth Innovators (YI) and involved 30 teachers



Way forward

Suven Pharma plans to extend the MSL visits to more remote schools and communities to cover a broader demographic. Suven will continue the partnership and seek more partnerships and funding to sustain the program and scale it to other regions. Continuously updating and expanding the curriculum to include more advanced topics and emerging scientific fields will continue to be challenging and ongoing.





Access to Medicine and Healthcare

APPROACH

Today, access to medicine and healthcare is not equitable for all. Ensuring everyone can receive preventive and therapeutic interventions, including essential drugs, through affordable and equitable healthcare systems is a collective responsibility.

Suven has identified two ways of supporting it. First, as a pharmaceutical company, Suven endorses the development of new molecules for its customers by investing in developing appropriate facilities at affordable prices. The capabilities developed by Suven help its partners in their business and deliver medicines for various diseases.

Secondly, we address the topic through corporate social responsibility (CSR) initiatives, integral to our CSR strategy. Recognising the profound impact of healthcare accessibility on community well-being, we are committed to bridging the gap in medical services and resources, particularly in underserved regions or regions in our areas of operations. Our initiatives are designed to enhance healthcare infrastructure, promote preventive care, and provide essential medical supplies to improve the quality of life for the communities we serve.

PERFORMANCE & INITIATIVES

Our multidimensional initiatives to improve access to healthcare and medicine focus on immediate needs and long-term sustainability. We work closely with local healthcare providers, community organisations, and government bodies to identify areas with the most significant gaps in healthcare services. By fostering these partnerships, we ensure our initiatives are relevant, impactful, and aligned with broader public health goals.

Preventive Care

Our preventive care programs focus on health education, regular health check-ups, and early diagnosis of diseases. We organise health camps and awareness drives to educate communities about common health issues and preventive measures.

Medical Supplies

We provide essential medicines and medical supplies to local health centres and clinics, ensuring that even the most vulnerable populations can access the medications they need to manage their health conditions. The reach and impact of our initiatives measure our performance in improving access to healthcare. Over the past year, we have made significant strides in enhancing healthcare accessibility across several regions.



OUTLOOK

Suven aims to significantly expand and deepen our healthcare initiatives, ensuring broader community access to essential medical services. Our plan includes expanding mobile health clinics to more remote and underserved areas, bridging the healthcare gap for needy communities. Additionally, we will strengthen our preventive care programs by incorporating comprehensive health education modules and regular follow-up services to maintain community health and reduce the burden of chronic diseases.

We are committed to building stronger collaborations with government health departments, NGOs, and international health organisations, leveraging additional resources and expertise to amplify the impact of our healthcare initiatives. Furthermore, we plan to explore and implement innovative healthcare solutions such as telemedicine, providing continuous medical support to remote communities. This approach will enable patients to consult healthcare professionals without physical travel, ensuring timely medical intervention and improving overall health outcomes.



Customer Health and Safety

APPROACH

Suven is into Contract Development and Manufacturing, supporting pharmaceutical companies throughout all drug development phases. Our customers are, hence, other pharmaceutical companies. Suven's commitment to the health and safety of its customers is paramount. Ensuring that our products are safe for consumption and use is a fundamental responsibility that underpins our commitment to quality and excellence. Our dedication to customer health and safety fosters trust and loyalty among our consumers ensures compliance with regulatory standards and mitigates risks associated with product usage.

Our approach to product safety is closely tied to **product quality**. Our approach includes rigorous testing and quality control processes to ensure that every product meets the highest safety standards. We adhere to **stringent regulatory guidelines** set by national and international health authorities—transparent **communication** on product handling and safe use. We are **gathering feedback** from customers on the topic.

PERFORMANCE & INITIATIVES

Our Quality Assurance (QA) programs are designed to exceed customer expectations through enhanced efficiency, ensuring the safety and efficacy of our products. At Suven's, safety and reproducibility are paramount in ensuring consistent production outcomes that meet all regulatory standards. By maintaining rigorous quality control measures, we guarantee the reliability of our products, thus building trust and confidence among our customers. Striving for excellence in every product, we focus on effectiveness and customer satisfaction, enhancing the overall experience for our clients and end-users.

Our Quality Management System (QMS) consultancy and design services offer expert guidance to optimise quality management systems, ensuring they align with industry best practices and regulatory requirements. To uphold the highest quality standards, we invest in training and development programs that empower our team with the necessary knowledge and skills. Additionally, we ensure that qualified personnel (QP/RP) can manage and oversee quality processes, reinforcing our commitment to excellence.

A key component of our quality risk management strategy is proactively identifying and mitigating risks within the production process. By crafting detailed standard operating procedures (SOPs), we maintain consistent quality across all operations, minimising the likelihood of errors and deviations. Regular reviews and audits are conducted to ensure compliance with regulatory standards and drive continual improvement, reflecting our dedication to maintaining the highest levels of quality and safety in our products.

We follow the labelling guidelines relevant to the labelling of products to provide information on safe use, as well as the do's and don'ts while handling the product. Material safety data sheets are also present for every product. We also engage with our customers transparently, providing them with clear and accurate information about the safe use of our products.

We have established robust feedback mechanisms to capture and respond to customer concerns. This feedback is crucial for continuous improvement and helps us address any issues swiftly and effectively.

Suven provides a multi-channel grievance redressal process, accessible via written communication, oral discussions, and phone calls, for all stakeholders, including value chain partners, employees, shareholders, and customers. Concerns can be reported to wbm@suvnpharm.com. The company will investigate each issue, assign it to the relevant department head for investigation and resolution, and collaborate with the stakeholders to find a solution within a reasonable time frame.

We have not had any incidents of non-confirmation related to product safety reported by our customers during the year.

OUTLOOK

Our commitment to continuous improvement is unwavering. We regularly update our quality control protocols and enhance our surveillance systems and communication on product use and safety. This approach ensures that we maintain the highest level of product safety, protect our customers, and uphold our reputation for excellence.



Corporate Governance

APPROACH

Our commitment to building trust begins with a robust framework of corporate governance. This structure is pivotal in steering the company towards its strategic objectives and embedding ethical practices across all levels of operation. Our governance framework is designed to ensure that every decision and action aligns with our core values and the expectations of our diverse stakeholders.

Corporate governance at Suven is built on a foundation of transparency and accountability. By adhering to high standards, we aim to cultivate trust with our stakeholders, ensuring that Suven operates with commercial acumen and a conscientious regard for ethical operations. Our governance structure is comprehensive, encompassing rigorous oversight mechanisms that include detailed regular board reviews and continuous monitoring of our business practices, supported by internal and external audits

Board of Directors

(GRI 2-9a,b,c, GRI 2-17a)



Annaswamy Vaidheesh
Executive Chairperson



V. Prasada Raju
Managing Director



Pankaj Patwari
Non-Executive Director



K. G. Anantha Krishnan
Independent Director



Matangi Gowrishankar
Independent Director



Vinod Rao
Independent Director



Shweta Jalan
Non-Executive Director



Pravin Rao
Independent Director

25% of the Board members are women.

Committees	Chairperson	Member
Audit Committee	●	○
Remuneration Committee	●	○
Stakeholders Relationship committee	●	○
Risk Management	●	○
Corporate Social Responsibility	●	○

PERFORMANCE AND INITIATIVES

Central to our governance are the structured board committees, each tasked with specific oversight responsibilities to ensure that governance is not merely a compliance exercise but a strategic advantage. These include the Audit Committee, Nomination and Remuneration Committee, Stakeholder Relationship Committee, Corporate Social Responsibility Committee, and Risk Management Committee. Each committee plays a crucial role in overseeing their respective areas, ensuring Suven remains at the forefront of best practices in corporate governance.

Suven prioritises independent oversight with a Board of Directors elected annually by our shareholders. To ensure fair and unbiased functioning, key committees like Audit, Risk Management Committee, Corporate Social Responsibility, and Governance & Nominations are comprised solely of independent Board members. This structure empowers these committees to provide objective guidance and hold management accountable, benefiting Suven's long-term success.

Based on the recommendation of the Nomination & Remuneration Committee, the Board has established a policy for selecting and appointing Directors and Senior Management and their remuneration. This Remuneration Policy is detailed in the Corporate Governance Report, which is included in this report. The policy is also accessible online at https://www.suvenpharm.com/images/pdf/policies/Remuneration_Policy.pdf.

These committees are supported by policies that reinforce our commitment to ethical practices. The remuneration policy governs the compensation of directors and senior management, ensuring that remuneration is fair, competitive, and linked to individual performance and business outcomes.

Risk Management Process

Suven is formalising the risk management processes and procedures to support governance. A Risk Management Committee (RMC) has been structured to oversee and guide risk exposures and strategies. The RMC comprises four key members, including executive, independent, and non-executive directors. Their responsibilities include advising the board on current risk exposures and future risk strategies, assessing the company's capability to identify and manage emerging risks in collaboration with the audit committee, and continuously reviewing the effectiveness of internal financial controls and risk management systems. Additionally, the RMC oversees procedures for detecting fraud and preventing bribery, ensuring robust preventive measures are in place. The Committee Chairman reports to the board on all proceedings, maintaining transparency and accountability. Furthermore, the annual report includes comprehensive details on risk management objectives and policies, particularly concerning financial instruments.

Suven has evaluated sustainability risk trends at a high level and incorporated them into developing a sustainability strategy. Based on the World Economic Forum's annual global risks report and sectoral risks identified by leading rating agencies like MSCI and Sustainalytics, the short- and long-term risks have supported the choice of topics for strategy development. This ensures continuous oversight of new and emerging ESG risks beyond the well-established ESG focus areas.

- > Ethical business practice
- > Energy sourcing & consumption
- > Employee well-being & management
- > Diversity & equal opportunity
- > Ensuring data privacy and security
- > Fostering local community relations

SHORT TERM RISK

- ⊙ Economic Downturn
- ⊙ Infection disease
- ⊙ Energy supply shortage
- ⊙ Labour shortage
- ⊙ Misinformation & disinformation

LONG TERM RISK

- ⊙ Extreme weather events
- ⊙ Critical change to earths system
- ⊙ Biodiversity loss & ecosystem collapse
- ⊙ Natural Resource shortage
- ⊙ Misinformation & Disinformation
- > Climate change & GHG emissions
- > Circular economy & resource efficiency
- > Energy and water management
- > Responsible product development
- > Diversity & equal opportunity
- > Ensuring data privacy and security

Strengthening Governance with Committees

To enhance corporate governance and ensure robust regulatory compliance, Suven established committees within its Board of Directors. This strategic initiative aims to embed best practices across its operations and meet stringent regulatory demands.

Goals and Strategy

The primary objectives of forming these committees were to enhance oversight and accountability in crucial development, implementation and maintenance areas in various operations. The committees were designed to

- Drive ethical business practices and financial integrity.
- Align executive remuneration with long-term strategic goals.
- Strengthen stakeholder communications and responsiveness.
- Bolster corporate citizenship through targeted CSR initiatives.
- Proactively identify and mitigate operational and strategic risks.

Implementation

- **Business Continuity Management Committee:** Suven has developed a comprehensive business continuity plan for its manufacturing units. This plan assesses the possible areas of operation that can get disrupted for various reasons, the impacts they can create, the duration for which the effect can stay, the kind of impact, and the contingency plan available to overcome the disruption. It also outlines the training to be provided for managing these disruptions. A committee has been identified at each location and is responsible for managing the business continuity for the area.
- **Social Accountability Committee:** This committee ensures that decent working conditions are followed across the organisation. The committee meets bi-annually and ensures compliance with

SA8000 guidance to provide decent working conditions and promote social responsibility throughout the operations and supply chain.

- **The Energy Management System** team is formed to follow a proactive approach to enhance energy efficiency measures in Suven's operations.



OUTLOOK

Suven is committed to continuously enhancing its governance structures to meet the pharmaceutical industry's evolving challenges and opportunities. We plan to integrate advanced technological tools further to improve governance processes and enhance transparency and accountability.

As part of our future strategy, we will strengthen our stakeholder engagement by improving communication channels and feedback mechanisms. This will ensure that our governance practices comply with legal frameworks, resonate with our stakeholders' expectations, and contribute to sustainable business growth.



"Financial transparency and sustainability go hand in hand. We are dedicated to maintaining robust financial practices that support our long-term sustainability goals, ensuring that our growth is both responsible and profitable."

Mr. Himanshu Agarwal,
CFO



Ethical Business Practices

APPROACH

Ethical business practices are fundamental to maintaining trust and credibility with our stakeholders, including customers, employees, and communities. Our commitment to ethical sourcing, rigorous anti-corruption measures, and fair labour practices are integral to our corporate philosophy.

The Code of Conduct guides stakeholders' actions and behaviours per our purpose and values. The policies reflect our culture, which has evolved over the years and is supported by Suven's vision. The code is a comprehensive guide for all employees and partners, detailing the expected ethical behaviours and the procedures for reporting unethical conduct.

Ethical sourcing is crucial for ensuring that our procurement practices and supply chain reflect our values, particularly regarding human rights and environmental sustainability. Anti-corruption measures are essential for complying with international laws and fostering a business environment prioritising transparency and fairness. Additionally, adhering to fair labour practices confirms our dedication to the well-being and respect of our workforce, which is vital for sustaining a motivated and engaged team.

PERFORMANCE & INITIATIVES

The supplier code of conduct reflects our human rights and environmental sustainability values. Additionally, adhering to fair labour practices confirms our dedication to the well-being and respect of our workforce, which is vital for sustaining a motivated and engaged team.

The Code of conduct, whistle-blower policy, related party transaction policy, insider trading policy, and code of practice and procedures are key to guiding ethical practices.

The board approves these policies, available in the public domain for easy and transparent access by all stakeholders (https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf).

Employees are the key stakeholders in maintaining ethical practices at Suven. Therefore, having a sound understanding of these policies among employees and regular communication helps promote a responsible mindset.

There have been no incidents of corruption that have resulted in fines and penalties in the reporting year.

Policies Supporting Ethical Practices (GRI 2-24a)

Prohibition of Insider Trading Policy This policy safeguards against the misuse of unpublished price-sensitive information, ensuring that all directors, management, and employees adhere to legal standards and maintain market integrity.

Code of Practices and Procedures for Fair Disclosure of UPSI

Ensures that all critical information that could influence investment decisions is disclosed in a timely, accurate, and accessible manner to maintain fairness in trading practices.

Policy for Archival of Documents and Information

This outline outlines the procedures for retaining and destroying corporate documents and records, aligning with regulatory requirements and best practices for information management.

Policy for Determining Material Event or Information

Establishes guidelines for identifying and disclosing events or information that could affect the market price of the company's securities, ensuring compliance with regulatory disclosure obligations.

Policy for Determining Material Subsidiaries

Defines what constitutes a material subsidiary and sets the framework for managing the affairs of these subsidiaries, ensuring they operate within the specified thresholds of materiality and risk.

Policy on Related Party Transactions

Ensures that transactions with related parties are conducted at arm's length and are in the company's and its shareholders' best interest.

Whistle Blower Policy

Encourages employees to report unethical behaviour, fraud, or company policy violations, providing reporting channels and protecting against retaliation.

Dividend Distribution Policy

Outlines the parameters that guide the declaration and payment of dividends, ensuring that shareholder returns are balanced with the company's growth and investment needs.



OUTLOOK

Suven is committed to enhancing ethical practices through increased visibility and detailed internal and external reporting. We will broaden the scope of our ethics training programs to cover emerging challenges and reinforce a culture of integrity. Engaging more deeply with stakeholders to understand their expectations and continuously inform our practices is a priority. We also look forward to having an ISO 37001:2016 anti-bribery management system certificate for Suven. We will leverage technology to improve monitoring and compliance, particularly in supply chain management, and conduct third-party ethical audits. By reinforcing these areas, we aim to set new standards for ethical practices in the pharmaceutical industry, ensuring our growth aligns with our core values of integrity, accountability, and respect for people and the planet.



“ESG is a key differentiator for Suven as evidenced by our related commitments, investments, and global recognition. Not only is it ‘the right thing to do’, but our customers also demand it.”

Mr. Brian Shaughnessy,
Chief Commercial Officer



Ensuring Compliance

APPROACH

Ensuring compliance is not just about adhering to laws and regulations; it is a fundamental aspect of our corporate integrity and a cornerstone of our trust with stakeholders. Compliance safeguards our operations against legal risks and builds a sustainable business model that aligns with our ethical standards and corporate responsibilities.

Maintaining the highest standards of compliance is essential for Suven's long-term sustainability. By adhering to all relevant environmental, social, and governance (ESG) regulations, Suven demonstrates its commitment to responsible business practices. This mitigates legal and financial risks, and fosters trust with stakeholders, including investors, employees, and the communities in which we operate. A robust compliance framework ensures that Suven operates with integrity and transparency, contributing to a positive ESG performance and a more sustainable future.

We have established a robust compliance framework that integrates with our daily operations across all levels. This framework ensures adherence to local and international regulatory requirements, which is crucial given the global nature of our operations and the complex regulatory landscapes we navigate.

There were no fines imposed for instances of non-compliance with laws and regulations (GRI 2-27a)

PERFORMANCE & INITIATIVES

Suven is committed to a high standard of compliance, as evidenced by our adherence to various regulatory and voluntary standards.

Regulatory Compliance

We follow stringent regulatory guidelines in every market we operate, including compliance with healthcare regulations, environmental laws, and corporate governance Standards. Suven prioritizes resilience by adhering to robust Business Continuity Management Systems ISO 22301:2019, ensuring minimal disruption in operations during unforeseen events.

Our proactive compliance strategy focuses on prevention, education, and continuous improvement.

Audits and Assessments

We are dedicated to enhancing ethical practices through increased visibility, detailed reporting, and comprehensive ethics training. We actively engage stakeholders to inform our practices and leverage technology for improved compliance monitoring. Regular internal and external audits, including successful US FDA and EMA audits, ensure compliance and swift corrective actions.

Training and Awareness Programs

All employees undergo regular training to ensure they are aware of relevant laws and regulations and our internal policies and procedures. This training is crucial for empowering employees to act responsibly and report non-compliance.

We are implementing Compliance Management tool to track all the legal compliances related to all functions.

MANAGEMENT SYSTEM CERTIFICATIONS



Quality Management System



Environmental Management System



Occupational Health and Safety Management System



Business Continuity Management System



Energy Management System



Sustainable Procurement

<https://suvenpharm.com/csr/certification-awards/>



OUTLOOK

We operate in a highly regulated industrial sector. To achieve continuous compliance with not only local regulations but also the requirements of global regulatory bodies like the USFDA, our compliance management systems are constantly evolving and strengthening. We are working towards strengthening our teams' capability to deliver through enhanced technological interventions.



“Quality and sustainability are the twin pillars supporting our pursuit of excellence. A sustainable quality framework transcends mere compliance, fostering a resilient future where we deliver exceptional customer value while minimizing our environmental footprint and maximizing our social impact. By seamlessly integrating sustainability into our quality processes, we not only protect our planet but also drive business growth and innovation. We are dedicated to fostering a culture where Quality and Sustainability are central to every decision, empowering our teams to innovate and drive positive change”

Dr. K. Nagendra Babu,
Group - Chief Quality & Compliance Officer (CQCO)



Responsible Marketing

APPROACH

We are a pure-play Contract Development and Manufacturing Organization (CDMO) partnering with global pharmaceutical and fine chemical companies in their innovation endeavours. We engage with these leading companies through dedicated one-on-one interactions, tailored marketing campaigns, and strategic collaborations, ensuring we understand and fulfil their unique needs and expectations. Our integrated services model allows us to provide comprehensive support, from process research and development to late-stage clinical and commercial manufacturing.

Given our business model, most products are sold under B2B arrangements to leading global pharmaceutical companies, who are ultimately responsible for marketing the products to end consumers, including doctors and patients. We ensure that our partners, who handle the end marketing, are provided with all necessary information to maintain compliance and effectively inform end-users.

PERFORMANCE & INITIATIVES

At Suven Pharma, fair and responsible marketing communications and access to detailed product information and labelling are fundamental to helping our customers make informed choices about using our products. Since pharmaceutical products are directly linked to human health and often play critical roles in disease management, ensuring transparent and accurate information is a top priority in our business. We are fully aligned in our marketing and product labelling practices to uphold these standards.

Compliance with Regulations

Detailed information on sourcing raw materials and components is provided through (Material Safety Data Sheets) MSDS to ensure transparency about the origin and quality of the inputs used in our products and the disposal of the products. We include information about the content of our products, particularly focusing on substances that might have environmental or social impacts. This helps customers understand the potential broader effects of our products.

Suven Pharma manufactures drug substances required for clinical trials using Good Manufacturing Practices (GMP) to ensure high quality and consistency. We manage the entire supply chain for clinical supplies, including procuring raw materials, manufacturing, packaging, labelling, storage, and distribution.

Ethical Communication

Our communications are crafted with a focus on ethical standards. We ensure our marketing messages do not exploit vulnerabilities or mislead our target audience. In the event of a product issue, our detailed product recall process ensures that customers are promptly informed and guided on the steps to take. This process includes immediate notifications, instructions for the safe return or disposal of the product, and support to address any health or safety concerns. This robust recall mechanism reinforces our commitment to safety and transparency. We have consistently met regulatory requirements in all our markets. Our marketing materials undergo rigorous reviews to ensure compliance with all relevant guidelines.

Market reach guidelines

We have robust internal procedures that guide our marketing practices. These policies are regularly reviewed and updated to reflect changes in regulations and industry best practices. Product leaflets and patient information documents provide detailed instructions on the safe use of our products, ensuring that end-users are well-informed about proper usage to avoid any health risks. Additional information, such as the product recall process, ensures that customers are informed about steps to take if any issues arise, reinforcing our commitment to safety and transparency.

Suven offers a multi-channel grievance redressal process (written, oral, phone) for all stakeholders (value chain partners, employees, shareholders, customers). Concerns can be reported to wbm@suvenpharm.com. The company will investigate, assign the issue to the relevant department head for investigation and resolution, and work with the stakeholder to find a solution within a reasonable time frame.

We have remained compliant with the marketing or labelling practices adopted during the year.

OUTLOOK

Suven is committed to further strengthening our responsible marketing practices. We will enhance our compliance monitoring systems to ensure that all marketing activities adhere to the highest standards of regulatory compliance and ethical conduct. By deepening our engagement with stakeholders, including customers, suppliers, and regulatory bodies, we aim to gather valuable feedback and improve our marketing practices. Investing in innovative marketing technologies and strategies will help us achieve greater transparency and ethical communication, utilising new digital platforms to reach our audience effectively.

Our marketing strategies will increasingly highlight our ESG efforts, ensuring that promotional activities contribute to our overall ESG goals. This includes evaluating opportunities to embed sustainability into our marketing operations and promoting sustainable healthcare solutions. We will maintain a culture of continuous improvement, regularly reviewing and updating our marketing policies and practices to reflect the latest regulatory changes and industry best practices. By implementing these initiatives, Suven aims to set new standards for responsible marketing in the pharmaceutical industry.



Data Privacy and Security

APPROACH

The importance of safeguarding sensitive information cannot be overstated, particularly in the pharmaceutical industry, where handling personal and proprietary data is a daily necessity. Our current processes are designed to ensure that all data—whether related to our customers, employees, or proprietary research—is protected against unauthorised access and breaches.

Our data privacy and security strategy is built on robust, multi-layered systems encompassing technical and administrative measures. We utilise advanced encryption technologies, secure access controls, and regular security audits to protect data integrity and confidentiality. Additionally, we have established explicit data handling, storage, and disposal protocols, ensuring that all processes comply with relevant regulatory standards.

Our data privacy and security approach is guided by comprehensive practices that include data protection and access control, employee training and awareness and compliance with regulations.

Employee Training and Awareness Data security is a shared responsibility across the organisation. We provide continuous training and awareness programs to educate employees about data privacy principles and security best practices. This ensures that all staff members are equipped to handle data responsibly.

PERFORMANCE AND INITIATIVES

In the fiscal year, Suven has demonstrated exemplary performance in maintaining data privacy and security. We ensure regular data backups to protect against unauthorised access and modifications during storage. These backups are essential for timely recovery in case of incidents or disasters. The policy includes detailed procedures for backup methods, schedules, locations, and retention, along with evidence of restoration tests.

Our comprehensive Information Security Management Policy outlines the company's strategic approach to information security and forms the foundation of the Suven Information Security Management

System (ISMS). The Policy is designed to proactively identify, mitigate, monitor, detect, and manage information security risks. This robust framework safeguards controlled information assets, data, and information, protecting against unauthorised access and modifications.

Number of Data Breaches & Complaints

We are proud to report zero data breaches in the past year.

This record is a testament to our security measures' effectiveness and commitment to safeguarding sensitive information.

We are proud to report zero data breaches in the past year.

This low complaint rate reflects the robustness of our data protection practices and stakeholders' trust in us.

We intend to certify our systems with the ISO 27001:2018 certification system.

OUTLOOK

Suven is committed to further strengthening the data privacy and security framework. We will continue to invest in advanced cyber security technologies, including artificial intelligence and machine learning, to enhance our real-time threat detection and response capabilities. Additionally, we aim to establish a comprehensive data governance framework that integrates privacy by design principles into all aspects of our operations, ensuring data protection is prioritised at every stage of our business processes.

As we expand our global presence, we will align our data privacy practices with international standards and regulations, providing consistent protection across all regions. Our commitment to continuous improvement involves regular reviews and updates to our policies and procedures, ensuring we remain at the forefront of data protection in the pharmaceutical industry. This proactive approach ensures robust security measures are in place to protect sensitive data and maintain the trust of our stakeholders.



"Our IT department prioritizes robust cybersecurity measures to protect sensitive data and ensure the integrity of our operations, safeguarding not only our business but also the trust of our customers and patients. By investing in cutting-edge security technologies and practices, we minimize risks and maintain the confidentiality, integrity, and availability of our systems and data."

Mr. Nitin Kumar Shantha, Chief Information Officer



Addressing Human Rights

APPROACH

Protecting human rights is fundamental to our core values and operational philosophy. We recognise that respecting and upholding human rights is a moral obligation and essential for sustainable business success. Human rights considerations impact our business, from employee welfare to supplier relationships and community engagements. By committing to human rights, we foster a work environment that promotes dignity, equality, and respect, which enhances our corporate reputation and builds trust with stakeholders.

Human rights are critical for Suvén because they influence our operational integrity and social license. Our dedication to human rights ensures that we adhere to global standards and fulfil our corporate social responsibilities, thereby maintaining our competitive edge in the pharmaceutical industry.

PERFORMANCE & INITIATIVES

Our commitment to advancing human rights is a cornerstone of our corporate philosophy and operational strategy. This commitment is embodied in our comprehensive Human Rights Policy, designed to uphold and promote international human rights standards across all facets of our value chain.

Our Human Rights Policy <https://suvénpharm.com/policies/> articulates our dedication to adhering to global human rights standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs). This policy is deeply integrated into our business operations and is regularly communicated to all employees and stakeholders. By aligning with these principles, we ensure that our business practices contribute positively to the global human rights agenda.

We are now a signatory to the UN Global Compact (UNGC) and a UN Women's Empowerment Principles forum member. As a signatory to the UNGC, we align our operations and strategies with its ten universally

accepted human rights, labour, environment, and anti-corruption principles. This underscores our dedication to responsible business practices and ethical governance.

Our membership in the UN Women's Empowerment Principles Forum demonstrates our active advocacy for gender equality in the workplace and beyond. By participating in this initiative, we reaffirm our commitment to fostering an inclusive and equitable work environment that empowers all employees.

Suvén is dedicated to fostering an inclusive work environment built on trust and mutual respect while eliminating discrimination and harassment. All employees are required to adhere to our Code of Conduct, which also covers non-discrimination. We have not reported any cases of discrimination across our operations.

Training and Awareness

We provide continuous training and awareness programs for our employees and suppliers to maintain high human rights standards. These initiatives ensure that everyone in our value chain understands their roles and responsibilities in upholding human rights. Our training programs focus on ethical conduct, the importance of human rights, and the impact of individual actions on our collective mission to protect and promote human rights.

Supplier Code of Conduct

Our Supplier Code of Conduct is critical to our human rights strategy. This code mandates that our suppliers adhere to the same rigorous human rights standards that we uphold. It includes specific provisions on the prohibition of child labour, forced labour, and discrimination. We expect our suppliers to operate with the highest integrity and respect for human rights, reflecting our values and commitments.

Child and Forced Labour

Over the past year, **we are proud to report zero instances** of child labour or forced labour (GRI 408-1a, GRI 409-1a) within our operations. This accomplishment demonstrates the effectiveness of our human rights policies and the diligence of our compliance mechanisms.

We have established a stringent process to prevent child labour, which includes thorough verification of the details of all our workers and employees. Our strict no-child labour policy is rigorously enforced, ensuring that our operations remain free from any form of child exploitation.

OUTLOOK

While Suvén always upholds human rights, the formal process of aligning human rights practices is still ongoing. We will continue to strengthen them over the years. We are also in the process of obtaining SA8000 certification, a globally recognised standard for social accountability. This certification will further validate our efforts to ensure the ethical treatment of workers and adherence to fair labour practices. Achieving SA8000 certification will enhance our human rights initiatives by providing a robust framework for continuous improvement in social performance.

We are also in the process of obtaining SA8000 certification, a globally recognised standard for social accountability covering the elements of child labour, forced labour, occupational health & Safety, freedom of association & right to collective bargaining, discrimination, disciplinary practices, working hours, remuneration & Management system.

Sustainable Innovation



Responsible for Product Development & Management

APPROACH

At Suven's, responsible product development and management are central to our mission of delivering high-quality healthcare solutions while minimising our environmental impact. Our commitment to sustainable development is not just about compliance; it reflects our dedication to ethical practices, innovation, and social responsibility. We recognise that the pharmaceutical industry significantly impacts the environment, and we are committed to leading by example in minimising this impact through every stage of our product lifecycle.

Our approach to product development is grounded in sustainability principles. We integrate environmentally friendly practices from the initial stages of research and development to the final stages of production and distribution. This includes using green chemistry principles to reduce the use of hazardous substances and employing energy-efficient processes to minimise our carbon footprint.

PERFORMANCE & INITIATIVES

Responsible product development and management reflect Suven's approach to quality assurance, regulatory compliance, investment in cutting-edge technology, continuous improvement, collaboration, and communication.

LCA supporting Green Chemistry

Suven has advanced its commitment to green chemistry through the efforts of its newly established Manufacturing Science & Technology (MSAT) team. This team focuses on the greening of high-volume products. By meticulously analysing the environmental impact of our processes, we have identified key areas for improvement and implemented corrective actions. This has been one of our key initiatives to ensure that we minimise our ecological footprint and increase the environmental responsibility of our products.

Waste Reduction Programs: Our programs focus on minimising waste at every product lifecycle stage. This includes initiatives to recycle and reuse materials, reduce packaging waste, and implement waste-to-energy solutions. By adopting a circular economy approach, we aim to significantly reduce the amount of waste we generate.

Energy Efficiency Projects: We have launched several projects to reduce energy consumption. These projects involve upgrading to energy-efficient equipment, optimising production processes, and implementing energy management systems. We aim to reduce our carbon footprint and contribute to global efforts to combat climate change.

Sustainable Packaging Solutions: We are actively researching and developing sustainable packaging solutions that reduce environmental impact. This includes using recyclable and biodegradable materials,

designing packaging that reduces material use, and exploring innovative packaging technologies. Our sustainable packaging initiatives aim to balance functionality with environmental responsibility.

Managing Responsible Product Development

The Manufacturing Science and Technology (MSAT) Committee will be pivotal in driving process improvements, manufacturing excellence, scale-up support, and safety awareness within the organisation. The committee is responsible for identifying and addressing bottlenecks in equipment, exploring and implementing new techniques and technologies, and conducting GAP analysis between Standard Operating Procedures (SOP) and actual practices. It also focuses on studying yield trends, eliminating yield variations using DMAIC and Minitab analysis methods, and enhancing study capacity through operational excellence projects. Regarding scale-up and validation support, the committee assesses the capability of existing facilities, monitors production batches, identifies deviations, and supports process validation through troubleshooting and documentation. The MSAT Committee is also dedicated to safety awareness, participating in process hazard analysis (PHA) and risk analysis for new products and facilities, and supporting engineering teams in completing HAZOP recommendations and incident investigations. The committee also coordinates with stakeholders to investigate production deviations and implement the latest technologies suitable for the company's manufacturing model.

In future, the MSAT Committee will also focus on continuous innovation and excellence by adopting advanced technologies to enhance manufacturing processes, providing ongoing staff training, and improving risk assessment and mitigation strategies. The committee will incorporate sustainability into process improvements to minimise environmental impact and support the company's sustainability goals. Furthermore, fostering collaboration with external partners and stakeholders will drive innovation and maintain an industry's competitive edge. The MSAT Committee will continue to be instrumental in ensuring commitment to responsible product development and management by focusing intensely on these areas.



Sustainable Supply Chain Practices

APPROACH

At Suven's, our supply chain operations are foundational to our strategic objectives, particularly as we emphasise responsible and sustainable practices throughout our network. The procurement process, a critical component of our supply chain, ensures that every procurement decision reinforces our commitment to delivering high-quality healthcare products ethically and sustainably.

The supply chain at Suven's encompasses all activities involved in sourcing, procuring, manufacturing, and distributing our products. Procurement is focused explicitly on acquiring goods and services necessary for our operations, serving as the gateway for ensuring that our standards for sustainability and ethics are met right from the start.

At Suven's, our procurement process is meticulously structured to enhance transparency, efficiency, and sustainability across all procurement categories, including direct materials, indirect materials, and capital goods. This structured approach supports our operational needs and aligns with our ethical standards and sustainability goals.

PERFORMANCE & INITIATIVES

At Suven's, our procurement process is managed by specialised teams assigned to distinct categories. These teams ensure expertise and efficiency in overseeing procurement and compliance with internal and external standards. Key starting materials form an essential part of our supply chain.

Sustainability Criteria in Procurement

Our procurement process includes sustainability as a key criterion in vendor selection. This involves evaluating potential suppliers' environmental impact, social initiatives, and overall contribution to sustainable development, ensuring that our supply chain reflects our commitment to sustainability.

Currently, 88% of our spending is on local suppliers.

OUTLOOK

Suven is committed to setting even more ambitious sustainability goals. We plan to reduce our carbon footprint further, enhance resource efficiency, and expand our use of renewable energy. Additionally, we are exploring new technologies and practices to minimise the environmental impact of our products. We recognise that sustainability is an ongoing journey and are dedicated to continuous improvement. This involves regularly reviewing and updating our practices, investing in research and development, and engaging with stakeholders to understand their expectations and incorporate feedback.

We will adopt Life Cycle Assessment (LCA) as per ISO 14044:2006 for manufacturing our critical products and analyse the environmental impact of our products and identifying hotspots and improvement opportunities.

Collaboration is key to achieving our sustainability goals. We will continue to partner with industry peers, academic institutions, and environmental organisations to share best practices, develop new solutions, and drive collective progress. By working together, we can amplify our impact and contribute to a more sustainable future for the pharmaceutical industry. Furthermore, we will enhance our engagement with stakeholders, including customers, suppliers, and communities, to ensure our sustainability efforts align with their needs and expectations. This engagement will help us identify new opportunities for improvement and foster a culture of sustainability throughout our organisation.

“No PR, No PO”

Our procurement strategy at Suven rigorously adheres to the “No PR, No PO” policy, which means “No Purchase Requisition, No Purchase Order.” This policy ensures that all procurement activities are pre-approved and meticulously documented, mitigating the risk of unauthorised spending and strengthening financial oversight. The entire process is streamlined through a digital system, enhancing transparency and efficiency from requisition to payment.

Supply chain evaluation and risk assessment

Our strategy includes a comprehensive risk assessment protocol. This involves evaluating potential suppliers on various criteria, such as financial stability, compliance with environmental standards, and ethical labour practices before onboarding. By integrating risk assessment into the procurement process of ethics and labour rights, we safeguard our supply chain against potential disruptions and maintain compliance with global regulatory standards, ensuring the sustainability and reliability of our operations.

The procurement, quality, and ESH teams evaluate suppliers based on environmental performance, financial stability, and quality, guided by our Supplier Code of Conduct. This code mandates ethical practices, human rights, respect, and environmental responsibility, ensuring our supply chain aligns with our commitment to sustainability and ethical operations.

Comprehensive sustainability alignment

We have aligned our sustainable procurement practices to the international sustainable procurement standards of ISO 20400: 2017. In the process, we can evaluate and bridge the gaps in our sustainable procurement process. With this, we will be a step closer and more profound in making procurement practices sound and sustainable.

Supplier Code of Conduct Overview

Our Supplier Code of Conduct is central to our procurement process and guides our interactions with all suppliers. This code outlines our expectations for our suppliers regarding ethical behaviour, compliance with laws, respect for human rights, and environmental responsibility.

Key Elements of the Supplier Code of Conduct

Ethical Practices

We expect all suppliers to conduct their business ethically, including adhering to laws on bribery, corruption, and fair competition.

Human Rights

Suppliers must respect human rights, ensure no child or forced labour is used, provide fair wages, and uphold workers’ rights to safe working conditions.

Environmental Responsibility

Suppliers are required to manage their environmental impact by minimising waste, reducing emissions, and using resources efficiently. They should also comply with all applicable environmental regulations.

Health and Safety

Suven prioritises the health and safety of workers throughout its supply chain, requiring strict adherence to safety protocols by all suppliers.

Compliance and Reporting

Suppliers must regularly demonstrate their compliance with our code through audits and reports. Non-compliance can lead to corrective actions or termination of the business relationship.

Training Programs

We provide comprehensive training to our suppliers on our Supplier Code of Conduct to ensure they understand and align with our ethical standards and sustainability expectations. These training sessions are conducted through platforms like Microsoft Teams, enabling broad and effective communication.

Supplier Audits

Supplier audits are an essential component of Suven’s procurement strategy. They are conducted regularly to ensure suppliers meet our stringent environmental management standards, ethical business practices, and quality assurance standards. This process starts even before supplier selection, with a thorough assessment using an Environmental, Health, and Safety (EHS) checklist to evaluate potential suppliers.

Our quality team plays a critical role by reviewing samples from suppliers and communicating any issues via email. If discrepancies or concerns are raised, suppliers must perform Corrective and Preventive Actions (CAPA) to address these issues promptly. This systematic approach ensures compliance and drives continuous improvement and adherence to high standards across our supply chain, solidifying our commitment to sustainability and responsible sourcing.

OUTLOOK

As we advance our sustainable supply chain initiatives at Suven’s, we are committed to deepening our sustainability efforts. After integration of ISO 20400:2017 into our procurement practices, we will integrate these standards more deeply into our operations, aiming for stricter compliance and broader sustainability measures. Enhanced supplier engagement is a key focus, with plans to introduce interactive workshops and forums to foster collaboration and address challenges. Special attention will be given to critical suppliers, pivotal in our supply chain due to the volume and revenue they generate.

Increasing local sourcing will support local economies and reduce environmental impact, enhancing both resilience and sustainability in our supply chain. We plan to implement technologies like blockchain to boost transparency and improve risk management, ensuring better compliance monitoring throughout our supply chain. Additionally, we will forge new alliances with tech innovators and environmental NGOs to develop solutions focused on waste reduction, energy efficiency, and sustainable sourcing. Setting KPIs for individual performance and implementing performance-based incentives are also planned for the future, reinforcing our commitment to sustainability and continuous improvement.



“Optimizing our supply chain for sustainability is a key priority. By enhancing supplier relationships and integrating eco-friendly logistic solutions, we ensure that our supply chain operations support our overall sustainability objectives.”

Mr. Deepak Khurana,
VP, SCM

Suven Pharma is Signatory to UN Women's Empowerment Principles



The Women's Empowerment Principles are a set of Principles for business offering guidance on how to empower women in the workplace and community



We prioritize equal opportunities, advocate for inclusive policies, and foster an environment where every woman's voice is heard and valued. We commit to creating a workplace where every woman feels valued, respected, and empowered to excel. Enhancing gender diversity stands as a central objective within our human resources and sustainability initiatives. Our aim is to boost the representation of women in both senior management positions and among early-career hires. Through equitable policies, diverse leadership, and unwavering support, we pave the way for a brighter future



Our Team



Srinivasu Metlapalli
VP Corp EHS & ESG



B Srinivasa Rao
GM HR



Jahnavi K
GM Project Management



Hymavathi Garikapati
Manager, Corp Strategy

Case Study: Promoting Women-Led and MSME Businesses

Objective

We support diversity and small and medium-sized enterprises (MSMEs) within its procurement processes. This initiative focuses on increasing the participation of women-led businesses and MSMEs in Suven's supply chain, thereby promoting social responsibility and sustainable business practices.

Purpose

Recognising industry trends and adopting a proactive approach to sustainability, Suven's has integrated women-led businesses and MSMEs into its supplier network. This strategic move is designed to foster inclusive growth and economic empowerment within the communities where Suven operates. Suven seeks to create a more resilient and sustainable supply chain by prioritising diversity in its procurement practices.

Implementation

Currently, maximum materials of Suven's are procured locally across various parts of the country, including women-led enterprises. Reflecting the company's commitment to integrating these businesses into its procurement framework. Suven's procurement team undertakes several key activities to support. 5.3% of the procurement are received from MSMEs.

Supplier Outreach: The team actively engages with various suppliers, particularly women-led businesses and MSMEs, to encourage their participation in the procurement processes. This outreach ensures that a broad spectrum of potential suppliers is considered.

Evaluation and Selection: Supplier quotations are meticulously evaluated based on quality, cost, and alignment with sustainability goals. During the evaluation process, special consideration is given to women-led businesses and MSMEs, ensuring they have a fair opportunity to be included in Suven's supply chain.

Future Focus

The company plans to:

- Increase the percentage of procurement from women-led businesses and MSMEs.
- Expand outreach programs to identify and support potential new suppliers from these categories.
- Continuously evaluate and refine procurement practices to support diverse and sustainable business operations.
- Through these efforts, Suven aims to enrich its supplier network, strengthen community engagements, and contribute to sustainable economic development.

Annexure

Energy and GHG Emission Quantification GHG calculation and inventorization is based on The Greenhouse Gas Protocol developed by the World Resource Institute (WRI) and World Business Council and Standards Board (WBCSD). The GHG Protocol for Corporate Accounting and Reporting Standard has been applied at Suven.

- Only two types of emissions have been considered:
- Due to consumption of fuel at site for stationary Combustion
- Due to purchase of electricity from the grid
- Due to consumption of fuel at site for stationary Combustion

Emission factors provided in the DEFRA. (Source: DEFRA Conversion factor guidelines is used for calculating the emissions due to refrigerants used. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1083855/ghgconversion-factors-2022-full-set.xls).

The calorific value of coal is based on the GCV is determined based on the data published by Bureau of energy efficiency (BEE) on its website or by the respective fuel provider on their website. Data from BEE is the preferred source. All energy figures are converted into TJ before multiplying with the emission factor.

The emission factors provided for each gases in the DEFRA Conversion factor guidelines is used for calculating the emissions due to refrigerants used. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1083855/ghgconversion-factors-2022-full-set.xls The quantity of refrigerants refilled (in kg) in each of our unit is multiplied by the emission factor associated with each of the gases used is used for calculating the emissions.

To be on the conservative side, the refrigerant with the highest emission factor in the list of refrigerants used is taken into consideration for calculating emissions. Emission due to Purchase of Electricity (Scope 2 or indirect emission) The grid emission factor is multiplied with the electricity consumed to arrive at the emission due to purchased electricity. The grid emission factor is provided by Central Electricity Authority of India. For this years calculation, emission factors specified in the 'CO2 Baseline Database for the Indian Power Sector User Guide, Version 16.0, MARCH 2021' have been applied (Source: https://cea.nic.in/wp-content/uploads/baseline/2021/06/User_Guide_ver_16_2021-1.pdf)

Scope 3 Indirect GHG Emissions Inventory Summary

We report Greenhouse Gas (GHG) emissions according to the "Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised Edition" by the Greenhouse Gas Protocol Initiative, a partnership between the World Resources Institute and the World Business Council for Sustainable Development.

1. Applicable Scope 3 category

The table below provides the applicable scope 3 categories to be considered for reporting Suven Pharma's scope 3 GHG Emissions.

Scope 3 Categories	Applicability	Remarks
Category 1: Purchased Goods and Services	Applicable	Category 1 includes all upstream (i.e., cradle-to-gate) emissions from the extraction, production, and transportation of goods/services purchased or acquired by Suven in the reporting year.
Category 2: Capital goods	Applicable	Category 2 includes all upstream (i.e., cradle-to-gate) emissions from the extraction, production, and transportation of capital goods purchased or acquired by Suven in the reporting year.
Category 3: Fuel- and energy-related activities (not included in Scope 1 & 2)	Applicable	Category 3 includes emissions related to fuel and energy production (including T&D) purchased and consumed by the reporting company in the reporting year that is not included in Scope 1 or 2.
Category 4: Upstream transportation and distribution	Applicable	Category 4 covers the transportation and distribution of products purchased by Suven in the reporting year.
Category 5: Waste generated in operations	Applicable	Category 5 includes emissions from third-party disposal and treatment of waste generated in facilities owned by Suven.
Category 6: Business travel	Applicable	Since the data for calculating the Category 5 emissions is not accurate, this category is not included for the current reporting year. It will be included in the future years.
Category 7: Employee commuting	Applicable	Category 7 includes emissions from the transportation of employees between their homes and work.
Category 8: Upstream leased assets	Not Applicable	This category is not applicable since Suven has no assets leased
Category 9: Downstream transportation and distribution	Applicable	Category 9 covers the transportation and distribution of products sold by Suven in the reporting year between Suven's operations and the end consumer.

Scope 3 Categories	Applicability	Remarks
Category 10: Processing of sold products	Not applicable	At Suven, we produce a wide range of intermediate products for different uses. Because of the variety of applications and our diverse customers, tracking related greenhouse gas (GHG) emissions is challenging, and reliable data is hard to come by. We follow the guidance from the WBCSD, which notes that pharma companies are not required to report Scope 3, category 10 emissions due to these difficulties.
Category 11: Use of sold products	Not applicable	Suven's products are sold to pharmaceutical manufacturers; Suven has no control over how the final products are formulated, marketed, or used, making it challenging to track emissions from their use.
Category 12: End-of-life treatment of sold products	Not applicable	Except for the treatment of rejected material sent by the customer or expired material, there is no other end-of-life treatment for sold products. Most of the material is disposed of scientifically through approved methodology. As the rejected material quantity is less, it does not contribute significantly, so it is not tracked.
Category 13: Downstream leased assets	Not applicable	This category is not applicable since Suven has no leased assets
Category 14: Franchises	Not applicable	This category is not relevant for us as we do not operate franchises.
Category 15: Investments	Not applicable	This category is not applicable since Suven has no investment in other businesses.

2. Scope 3 Calculation Methodology

The methodology and emission sources that have been used for calculating the Scope 3 emissions are listed below:

Scope 3 categories	Methodology	Sources of Emission Factors
Category 1: Purchased goods and services	<p>Category 1 includes all upstream (i.e., cradle-to-gate) emissions from the extraction, production, and transportation of goods/services purchased or acquired by Suven in the reporting year.</p> <p>Emissions from products are calculated with a spend-based approach based on procurement data and environmentally extended input-output (EEIO) data (source: US Environmentally Extended Input-Output (USEEIO) Technical Content, United States Environmental Protection Agency, 2021).</p>	Supply Chain GHG Emission Factors_v1.2_NICS_CO2e_USD_2021

	<p>Service emissions are calculated with a spend-based approach based on the same procurement data.</p> <p>USEEIO provides emission factors on spend basis for different industrial sectors; regional variations are not considered.</p>	
Category 2: Capital Goods	<p>Category 2 includes all upstream (i.e., cradle-to-gate) emissions from the extraction, production, and transportation of capital goods purchased or acquired by Suven in the reporting year.</p> <p>Emissions from products are calculated with a spend-based approach based on procurement data and environmentally extended input-output (EEIO) data (source: US Environmentally Extended Input-Output (USEEIO) Technical Content, United States Environmental Protection Agency, 2021).</p>	Supply Chain GHG Emission Factors_v1.2_NICS_CO2e_USD_2021
Category 3: Fuel and energy related activities not included in Scope 1 and 2	<p>Category 3 includes emissions related to fuel and energy production (including T&D) purchased and consumed by the reporting company in the reporting year that is not included in Scope 1 or 2.</p> <p>To determine upstream emissions of purchased fuels, the quantities are multiplied with well-to-tank emission factors (source: DEFRA, 2023, WTT – fuels).</p> <p>Upstream emissions, including transportation and distribution (T&D) losses of purchased electricity, are calculated using the IEA Emission factors, India T&D losses.</p>	https://assets.publishing.service.gov.uk/media/649c5340bb13dc0012b2e2b6/ghg-conversion-factors-2023-condensed-set-update.xlsx
Category 4: Upstream Transportation and Distribution	<p>Category 4 covers the transportation and distribution of products purchased by Suven in the reporting year.</p> <p>The Emissions are calculated based on the amount spent by Suven to transport goods multiplied by the emission factor. (The scope of transportation of goods starts from the port of delivery for Suven).</p>	Supply Chain GHG Emission Factors_v1.2_NICS_CO2e_USD_2021

<p>Category 5: Waste generated in operations</p>	<p>Category 5 includes emissions from third-party disposal and treatment of waste generated in facilities owned by Suven.</p> <p>The calculation of emissions from waste generated in operations and disposed of by third parties is based on primary data collected from our manufacturing sites multiplied by the emission factors for the respective disposal method.</p>	<p>Landfilling- Mehta YD, Shastri Y, Joseph B. Economic analysis and life cycle impact assessment of municipal solid waste (MSW) disposal: A Mumbai, India case study. Waste Management & Research. 2018;36(12):1177-1189. doi:10.1177/0734242X18790354</p> <p>Incineration - EcoInvent - GWP100 - Treatment of hazardous waste, hazardous waste incineration (RoW)</p> <p>Co-processing - Case Study Manual on Alternative Fuels and Raw Materials Utilization in Indian Cement Industry, CII / Shakti Foundation, May 2011.</p> <p>https://shaktifoundation.in/wp-content/uploads/2017/09/AFR_Utilisation-in-Cement-Industry.pdf</p> <p>Recycling - Emission Factors for Greenhouse Gas Inventories (epa.gov)</p>
<p>Category 7: Employee commuting</p>	<p>Category 7 includes emissions from the transportation of employees between their homes and work.</p> <p>The emissions are calculated based on the data (Distance travelled and Mode of Transport) collected from each employee multiplied by the emission factor for the respective mode of travel.</p>	<p>https://assets.publishing.service.gov.uk/media/649c5340bb13dc0012b2e2b6/ghg-conversion-factors-2023-condensed-set-update.xlsx</p>
<p>Category 9: Downstream transportation & distribution</p>	<p>Category 9 covers the transportation and distribution of products sold by Suven in the reporting year between Suven's operations and the end consumer.</p> <p>This category includes emissions due to the transportation of Sold products, which are outside Suven's scope and are paid for by its customers.</p> <p>The emissions are calculated using the Distance travelled and multiplied by the emission factor for the respective mode of transportation.</p>	<p>https://assets.publishing.service.gov.uk/media/649c5340bb13dc0012b2e2b6/ghg-conversion-factors-2023-condensed-set-update.xlsx</p>

3. Scope 3 GHG Emissions

The Scope 3 GHG emissions for the applicable category for the year FY 23-24 (1st of April to 31st of March 2024) are provided in the table below. **Total Scope 3 GHG emissions are 52639.57 tCO₂e**

Scope 3 Categories	Emissions (tCO ₂ e)
Category 1: Purchased Goods and Services	32337.4
Category 2: Capital Goods	1978.51
Category 3: Fuel and energy-related services not included in Scope 1 and 2	10424.42
Category 4: Upstream Transportation and Distribution	349.00
Category 5: Waste generated in operations	4345.36
Category 7: Employee commute	2415.589
Category 9: Downstream transportation and distribution	789.308
Total Emissions	52639.57

GRI Index Table

Statement of use	Suven has reported the information cited in this GRI content index for 2023-24, referencing the GRI Standards.
GRI 1 used	GRI 1 Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2 General Disclosures 2021	2-1 Organizational details	Page 6
	2-2 Entities included in the organisation's sustainability reporting	Page 6
	2-3 Reporting period, frequency and contact point	Page 6
	2-4 Restatements of information	Page 7
	2-5 External assurance	Page 22
	2-6 Activities, value chain and other business relationships	Page 90
	2-9 Governance structure and composition	Page 90
	2-10 Nomination and selection of the highest governance body	Page 91
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 32
	2-13 Delegation of responsibility for managing impacts	Page 32
	2-14 Role of the highest governance body in sustainability reporting	Page 32
	2-17 Collective knowledge of the highest governance body	Page 32
	2-19 Remuneration policies	Page 91
	2-22 Statement on sustainable development strategy	Page 41
	2-23 Policy commitments	Page 95
	2-24 Embedding policy commitments	Page 95
	2-27 Compliance with laws and regulations	Page 97
2-28 Membership associations	Page 21	
2-29 Approach to stakeholder engagement	Page 37	
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Page 39
	3-2 List of material topics	Page 40
	3-3 Management of material topics	Page 43
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 109
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 95
GRI 302 Energy 2016	302-1 Energy consumption within the organisation	Page 54
	302-3 Energy intensity	Page 54
	302-4 Reduction of energy consumption	Page 54
GRI 303 Water and Effluents 2018	303-3 Water withdrawal	Page 57
	303-5 Water consumption	Page 57
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 61
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 48
	305-2 Energy indirect (Scope 2) GHG emissions	Page 48
	305-4 GHG emissions intensity	Page 48
	305-5 Reduction of GHG emissions	Page 48
GRI 306 Waste 2020	306-3 Waste generated	Page 59
	306-5 Waste directed to disposal	Page 59
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Page 64
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 64
	401-3 Parental leave	Page 64
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 71
	403-2 Hazard identification, risk assessment, and incident investigation	Page 71
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 72
	403-5 Worker training on occupational health and safety	Page 72
	403-9 Work-related injuries	Page 72
	403-10 Work-related ill health	Page 72

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Page - 69
	404-2 Programs for upgrading employee skills and transition assistance programs	Page - 69
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page - 67
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Page - 105
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page - 105
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page - 80
GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page - 87
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	Page - 100
	417-2 Incidents of non-compliance concerning product and service information and labelling	Page - 101
	417-3 Incidents of non-compliance concerning marketing communications	Page - 97
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page - 103

UNGC Index Table

Area	Principle	Statement	Page no.
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Page 104
	Principle 2	Businesses should make sure that they are not complicit in Human Rights abuses.	Page 104
Labour	Principle 3	Businesses should uphold the freedom of association and effectively recognise the right to collective bargaining.	Page 105
	Principle 4	The elimination of all forms of forced and compulsory labour	Page 105
	Principle 5	The effective abolition of child labour	Page 105
Environment	Principle 6	The elimination of discrimination in respect of employment and occupation.	Page 104
	Principle 7	Businesses should support a precautionary approach to environmental challenges;	Page 47
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Page 47
Anti-Corruption	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Page 47
	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Page 94

List of Locations

Unit	Location (GRI 2-2)	Activity (GRI 2-6)
Head office	Suven Pharmaceuticals Ltd. 202, A-Wing, Galaxy Towers, Plot No-1, Hyderabad Knowledge City, TSIC, Raidurg, Serilingampally, Rangareddy District, Hyderabad-500081 Telangana, INDIA.	Corporate Office
Unit 1	Suryapet, Telangana - Sy No: 99, 101-109, Dasaigudem Village, Suryapet Mandal and District, Telangana - 508 213	RSMs & Intermediate Manufacturing
Unit 2	Plot. No. 18, Phase III, IDA Jeedimetla, Medchal (D), Telangana.	Research & development; RSMs & Manufacturing
Unit 3	Plot. No. 262 to 266, 269, 270 271, 274, and 279 Phase II, IDA Pashamylaram, Patancheru (M), Sangareddy (D), Telangana.	cGMP Intermediates and API
Unit 5 (FDC Unit- 1)	Plot nos: 267 & 268, Phase II, IDA Pashamylaram, Patancheru (M), Sangareddy (D), Telangana.	Maufacturing (Formulations)
Unit 6	Plot NO. 65, 66 & 67, J. N. Pharma city, Parawada, Vishakhapatnam District of Andhra Pradesh.	RSMs and Intermediates
Casper Pharma India Limited (FDC Unit -2)	Plot No. 9A/1, Sy No. 99/1, GMR Aviation SEZ, Mamidiapally Village, Saroor Nagar, RR District	Manufacturing (Formulations)

INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No: SRA-SPLIC 810799

Suven Pharmaceuticals Limited ESG Report 2023-24

The British Standards Institution is independent to Suven Pharmaceuticals Limited (hereafter referred to as SUVEN in this statement) and has no financial interest in the operation of SUVEN other than for the assessment and verification of the sustainability statements contained in this report.

This Independent assurance opinion statement has been prepared for the stakeholders of SUVEN only for the purposes of verifying its statements relating to its non-financial information i.e., environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This Independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by SUVEN. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to SUVEN only.

Scope

The scope of engagement agreed upon with SUVEN includes the following:

1. The assurance covers the ESG report 2023-24 of SUVEN, prepared with reference to GRI standards 2021 and focuses on systems and activities of SUVEN covering 6 manufacturing units spread across Telangana and Andhra Pradesh states with head office based at Hyderabad. The assurance covers their Head Office, Unit-1, located at Suryapet, Unit-2 in Jeedimetla, Unit-3 in Pashamylaram, Unit-5 (Formulation Unit-1) in Pashamylaram, Casper Pharma (Formulation Unit-2) in Shamshabad, all of these in Telangana and Unit-6 in Vishakhapatnam, Andhra Pradesh. The assurance covers the reporting period 1st April 2023 to 31st March 2024. Refer to appendix- A for details:
2. The evaluation of the nature and extent of the SUVEN's adherence to all four AA1000 AccountAbility Principles and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 moderate level of AA1000AS v3 sustainability assurance engagement.

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Opinion Statement

We conclude that the report review provides a fair view of SUVEN's ESG report's programmes and performances during FY 2023-24. We believe that the ESG report's economic, social and environment performance indicators are fairly represented.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that SUVEN's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to SUVEN's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on SUVEN's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact and the GRI Standards is set out below:

Inclusivity

This report has reflected a fact that SUVEN is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are in place to deliver the required information. The ESG report 2023-24 highlights the engagement with stakeholders, including the mode and frequency of engagement along with critical concerns raised by them. SUVEN has developed a process where survey results on ESG questionnaire from multiple stakeholders have been gathered and recorded. SUVEN has also demonstrated the impact vs risk on the stakeholders with topics mentioned on the X-Y grids and prioritization based upon the results collected. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our

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professional opinion the report covers SUVEN's inclusivity issues, that demonstrates participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

Materiality

SUVEN publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. The materiality topics are identified during multiple stakeholder consultation. The discussion with their leadership/CXO demonstrates their commitment towards organizational materiality finalization. The material topics are divided under 5 ESG Pillars which are as below:

Building Trust	Empowering People	Collaborative Actions	Sustainable Innovation	Environmental Resilience
<ul style="list-style-type: none"> Corporate Governance Ethical Business Practices Ensuring compliances Responsible marketing Data privacy & security Protecting human rights 	<ul style="list-style-type: none"> Diversity & Inclusion Employee Development Training & Education Employee wellbeing, health and safety 	<ul style="list-style-type: none"> Supporting communities Access to medicines and healthcare Customer health and safety 	<ul style="list-style-type: none"> Reasonable product development Sustainable supply chain practices 	<ul style="list-style-type: none"> Energy consumption Climate change and GHG emissions Circular economy & resource efficiency Biodiversity Waste management

In our professional opinion the report covers the SUVEN's material issues, by using internal and external stakeholder consultation and prioritization based upon sustainability context for company, relevance sector standard references, peer benchmarking and assessing customer needs with below observations:

The process should consider formalizing approval process of material topics by top management.

Responsiveness

SUVEN has implemented the practice to respond to the expectations of its stakeholders, i.e Feedback from the internal stakeholder representatives were collected along with a few selected external stakeholders. Interviewing the governance team reveals addressing some important aspects like attention on green chemistry, HAZOP studies and embedding ESG in decision making. SUVEN being a signatory of UNGC also demonstrates their attention to the topics like human rights, labour, environmental, good governance practices. In our professional opinion the report covers the SUVEN's responsiveness issues and addressing them.

Impact

SUVEN has demonstrated a process on identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. The report focuses on the key impact from sector's perspective as well, which is on carbon emissions, resource, and water conservation, health and safety of employees and workers. The robust governance structure also talks about the sustainability

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related challenges and aligns with the global need of net-zero with public commitment of SBTi and Net-zero by 2050 in place. Report also reflects their recent achievements by ECOVADIS and CDP ratings. In our professional opinion the impact assessed by SUVEN are appropriate to their business and are addressed for their actions that affect the economy, environment, society, and the organization itself. Measurement towards carbon emissions, energy intensity, and water consumption on quantitative basis with targets in the report, demonstrates their attention.

GRI-reporting

SUVEN provided us with their self-declaration of compliance within GRI Universal Standards 2021, with reference to 'option for reporting. Based on our review, we confirm that social responsibility and sustainable development indicators are reported with reference to the GRI universal standards 2021.

In our professional opinion the self-declaration covers SUVEN's social responsibility and sustainability issues. Based on the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the following sustainability disclosures as stipulated in the GRI Standards.

- GRI 204 Procurement Practices 2016- 204-1
- GRI 205 Anti-Corruption 2016- 205-3
- GRI 302: Energy 2016- 302-1, 302-3, 302-4
- GRI 303: Water & Effluents 2018- 303-3, 303-4
- GRI 304: Biodiversity 2016- 304-1
- GRI 305: Emissions- 305-1, 305-2, 305-4, 305-5
- GRI 306: Waste 2020- 306-3, 306-5
- GRI 401: Employment 2016- 401-1, 401-2, 401-3
- GRI 403: Occupational Health & Safety 2018- 403-1, 403-2, 403-4, 403-5, 403-9, 403-10
- GRI 404: Training and Education 2016- 404-1, 404-2
- GRI 405: Diversity & Equal Opportunity 2016- 405-1
- GRI 408: Child Labor 2016- 408-1
- GRI 409: Forced or compulsory labor 2016- 409-1
- GRI 413: Local Communities 2016- 413-1
- GRI 416: Customer Health & Safety 2016- 416-2
- GRI 417: Marketing & Labelling 2016- 417-1, 417-2, 417-3
- GRI 418: Customer Privacy 2016- 418-1

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Assurance level

The type 2 moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement. Under this assurance level, the assurance providers assess the adherence to AA principles, reliability and quality of the specified sustainability performance and disclosed information. Due to limited extent of information, limitation of scope and time available for gathering evidence the level of assurance engagement risk is higher in a Type 2 moderate level than in Type 2 high level because of the different nature, timing or extent of evidence-gathering procedures.

"Based on our work described in the assurance report, nothing has come to our attention that causes us to believe that data and information stated in the SUVEN's ESG Report, FY 2023-24 is not correctly presented or with omission, in any material respects or that Inclusivity, Materiality Responsiveness and Impact based on AA1000 criteria are not correctly addressed."

Responsibility

It is the responsibility of SUVEN's senior management to ensure the information presented in the ESG report is accurate. It is also left to the decision of the SUVEN management on the publishing / submission of the report to any of their stakeholders. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

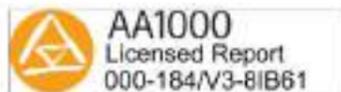
Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO 14001, ISO14064-1, ISO45001, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901.

Issue Date: 17/07/2024

For and on behalf of BSI:

Theuns Kotze, Managing Director – IMETA Assurance



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Appendix-A:

S No	Location	Address
1	Head Office	Corporate Office, 202, A-Wing, Galaxy Towers, Plot No-1, Hyderabad Knowledge City, TSIC,Raidurg, Serilingampalli, Rangareddy District, Hyderabad
2	Unit-1	Sy No: 99, 101-109, Dasaigudem Village, Suryapet Mandal and District, Telangana – 508213
3	Unit-2	Plot. No. 18, Phase III, IDA Jeedimetla Medchal (D), Telangana
4	Unit-3	Plot. No. 262 to 266, 269, 270 271, 274, and 279 Phase II, IDA Pashamylaram, Patancheru (M), Sangareddy (D), Telangana
5	Unit-5 (Formulation Unit-1)	Plot nos: 267 & 268, Phase II, IDA Pashamylaram, Patancheru (M), Sangareddy (D), Telangana
6	Unit-6	Plot Nos. 65 to 67, JN Pharma City, Thanam (V), Parawada (M), Visakhapatnam – 531 019, Andhra Pradesh, India
7	Casper Pharma (Formulation Unit-2)	Sy:99/1, GMR Aviation SEZ Ltd, Mamidipally, Shamshabad, Ranga Reddy (D), Telangana 500108

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202, A-Wing, Galaxy Towers, Plot No-1,
Hyderabad Knowledge City, TSIC, Raidurg, Serilingampally,
Rangareddy District, Hyderabad-500081 Telangana, INDIA.