

Environment

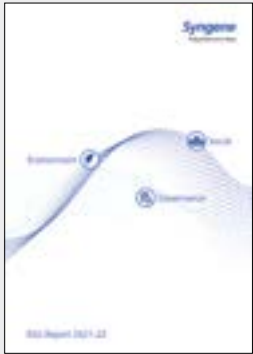


Social



Governance

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# About the report

## Report overview

The purpose of this 2021-22 Environmental, Social and Governance (ESG) Report is to provide an accurate view of the non-financial performance of all activities, campuses and manufacturing plants owned by the Company in India. The information contained in this report reflects the values of integrity, excellence and professionalism which underpin our business and shape the approach to ESG matters.

## Reporting standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021. A GRI index has been included to direct readers to disclosures which have been included in the Annual Report or on the Company website, as well as those included in this 2021-22 ESG Report (see page 55) [↗](#). An index of Sustainability Accounting Standards Board (SASB) disclosures has also been provided (see page 54) [↗](#).

In 2022, Syngene submitted a joint disclosure to the Carbon Disclosure Project (CDP) climate change reporting system with Biocon Ltd with which it shares its main campus in Bangalore and obtained a score of B<sup>1</sup>.

## Reporting scope

This 2021-22 ESG Report includes sustainability performance and activities of Syngene International for the period April 1, 2021 to March 31, 2022. This reporting boundary extends to all campuses and manufacturing facilities in India, as this encompasses all Company operations apart from the international sales capability based outside India. Data related to employees is company-wide<sup>2</sup>.

Total recordable work related injuries was incorrectly reported in the 2022 Annual Report. This data has been correctly reported on page 21 [↗](#) of this report.

## Responsibility statement

This report provides an accurate view of the ESG performance of the Company.

The Stakeholder Relationships and ESG Committee of the Board of Directors confirms that it has reviewed the content of this report which has been compiled under the oversight of the Executive ESG Council.

## Contact<sup>3</sup>

For any queries or feedback, please contact us at [esg@Syngeneintl.com](mailto:esg@Syngeneintl.com)

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<sup>1</sup> Companies that score a B score on their CDP disclosure are deemed to have addressed the environmental impacts of their business and ensured good environmental management, although they are not identified as a ESG leader in their field.

<sup>2</sup> GRI 2-3

<sup>3</sup> GRI 2-3



# Message from Kiran Mazumdar-Shaw

Non-Executive Chairperson



Syngene's business purpose is deeply intertwined with environmental, social, and governance concerns.

As several parts of the world struggled to cope with waves of the coronavirus pandemic, our strong fundamentals and business continuity planning enabled us to deliver on our promise of innovative R&D and manufacturing services to our customers and this in turn delivered consistent growth. At the same time, we continued to contribute to a sustainable and equitable future through our strong focus on employee well-being, enabling community development and minimizing our impact on the environment.

During the year, we continued to invest in our people. Our inclusive workplace culture fostered a healthy and safe environment for employees to realize their career aspirations while contributing to the organization's goals.

We sharpened our focus on climate action through initiatives to improve energy efficiency, reduce greenhouse gas emissions and

increase renewable energy use. We implemented sustainable water conservation, waste management and Miyawaki afforestation programmes in line with our commitment to safeguard the future of our planet.

We built on our culture of transparency, openness and compliance to build greater levels of trust with all stakeholders.

We leveraged our strong research culture to explore new frontiers in science such as CRISPR gene editing, genomics, mRNA and PROTAC with the mission of finding next-generation solutions that will benefit humanity in the decades ahead.

This year, we made determined progress in meeting the needs of the present without compromising the ability of future generations to meet their own needs.



# Message from Jonathan Hunt

Managing Director & CEO



We continued to execute on our ESG strategy with key themes of managing our environmental footprint; being a responsible employer; ensuring strong governance; building a robust supply chain; and continuing our investment in local communities through sustainable corporate social responsibility (CSR) programs. These actions, in different ways, ensured that we are operating with the interests of all stakeholders in mind.

Highlights include the 1,000+ new roles in science created over the past two years. Every new role constitutes an opportunity for a new graduate, or an established professional, to further their career working with clients who are among the most sophisticated researchers in the world: making global connections and reinforcing India's role on the global scientific map.

In the last 12 months, our gender balance continued to evolve with women now constituting 27% of permanent roles. We are determined to offer an inclusive working environment in which all employees can find their place and work productively. As part



We continued to execute on our ESG strategy with key themes of managing our environmental footprint; being a responsible employer; ensuring strong governance; building a robust supply chain; and continuing our investment in local communities.

of this, we continued to support new parents and young families and we extended the range of learning and development opportunities available to employees at every level.

Turning to the environment, renewable energy sources continued to supply the majority of our energy needs at two out of our 3 major campuses and total energy savings from efficiency measures were more than 3 times those reported in the prior year. While more water was required as a result of expanded operations, I am pleased to report that the amount of water recycled increased to 20% of total consumption from 15% in the prior year.

With more than 2,800 suppliers based all over the world, having a resilient supply chain is critical for smooth operations. Our Supplier Code of Conduct defines the standards that we expect from those who work with us and compliance is a contractual requirement. During the year, a program of sustainability assessments was started to help us assess the ESG performance of key suppliers whose goods and services are so important to us.

Overall, in a year that presented its own challenges as a result of the continuing pandemic, we delivered a positive business result while operating responsibly and safely. This is a credit to all Syngene employees and demonstrates their commitment to the planet, our clients, the community and each other. I invite you to review our performance in this report and share your feedback as we continue to chart our ESG journey.

# Performance highlights

## Environment

**86%\***

Procurement of energy from renewable sources

**1.99 Mn KWh**

Energy savings vs prior year through operational efficiency

**B**

CDP score

**20%**

Total water recycled

**92%**

Total hazardous and non-hazardous waste recycled

*\*Total 86% purchased by Syngene. 77% of renewable energy utilised by Syngene International Limited and 9% utilised by Biocon Biologics Limited.*

## Social

**27%**

Share of female employees in the permanent workforce

**14%**

Share of female employees in leadership roles

**1,000**

New roles in science (over 2 years)

**₹55 Mn**

Support for communities through CSR expenditure

## Governance

**44%**

Share of female Board directors

**300** suppliers

Number of tier one suppliers assessed against ESG criteria

**Nil**

Number of cybersecurity or data privacy breaches

CHAPTER

# 01

# About Syngene



For more than twenty-five years, the Company has partnered with clients to find solutions through science.

Each client project has specific requirements and the solutions provided by the Company range from specialist, stand-alone services to longer-term, integrated programs spanning the discovery, development and manufacturing value chain. As a service provider, the Company does not own the molecules that are the subject of its research and development activities and it does not sell medicines, devices or other products directly to people or patients. While the Company focus is primarily on human and animal health, the same research and development and manufacturing capabilities are also applied to a range of industry sectors including nutrition, agrochemicals, consumer goods and specialty chemicals. Our clients are primarily based in the United States and Europe. Many of them are world leaders in their fields ranging from global multinationals to small and medium-sized biopharma companies, non-profit institutions, academic institutes and government organizations.





Headquartered in India and listed on the Indian stock exchanges, the majority of our research, development and manufacturing operations for large and small molecules are based at our original 90-acre campus in Bangalore, supported by two satellite campuses which house enabling functions and the clinical development facility respectively. A new, state-of-the-art discovery research campus in Hyderabad, India, located in the government-sponsored biotech zone, provided accommodation for 600 scientists by the end of the reporting period, with further phases of expansion planned. The commercial-scale active pharmaceutical ingredient (API) manufacturing site is located on a dedicated campus in Mangalore, India. US clients are supported by Syngene USA Inc., a US-based subsidiary<sup>1</sup>, and European clients are supported by members of the Commercial team based in locations across the UK and Europe.

### Vision

**To be a world-class partner delivering innovative scientific solutions**

### Values

#### Integrity

To be ethical, honest, and transparent in all we do.

#### Excellence

To commit ourselves to the highest levels of scientific and operational excellence.

#### Professionalism

To practice the highest degree of professionalism by fostering individual accountability, reliability, continuous improvement and customer focus.



<sup>1</sup> GRI 2-1

## Advancing science

Science is in Syngene's DNA, from the earliest stages of discovery through the development process into scale-up and clinical and commercial scale manufacturing. Great science involves creativity, problem-solving, accuracy, resilience and persistence. To this, Syngene scientists add a wealth of experience gained from working on many projects in different domains, for a wide range of customers. During the year, Syngene scientists were cited in 8 patents and authored 14 publications.

A few scientific highlights during the year include:

- Delivery of mathematical models to bring speed and efficiency to the development process of glycoprotein therapeutics eliminating the need for extensive laboratory-based reactions
- Development of reagents and assays to monitor COVID-19 infection and vaccine efficacy and partnerships with clients to evaluate the immunogenicity of novel vaccine candidates in pre-clinical settings
- Optimization of a drug candidate to treat neurodegenerative and other brain-related diseases for delivery in a non-invasive way
- Formulation of a patentable process for the stabilization of multiple active pharmaceutical ingredients in a single tablet for use in treating animals



**Business Divisions<sup>2</sup>**

## 1 Discovery Services

Discovery Services undertakes early-stage research from target identification to delivery of drug candidates for further development. Capabilities include chemistry, biology, safety assessment and research informatics for small molecules; recombinant DNA engineering, cell line development, next-generation sequencing and protein sciences for large molecules.

Our Integrated Drug Discovery platform, SynVent, offers clients an end-to-end project delivery capability leveraging the breadth of technology and expertise available across the Company.

## 2 Development Services

Development Services takes drug candidates and offers services ranging from preclinical to clinical trials, including drug substance, drug product development and associated services to demonstrate safety, tolerability and efficacy. The Chemical Development team is responsible for cGMP-compliant manufacturing of clinical supplies and registration batches for large and small molecules. The Performance and Specialty Materials team focuses on the science and engineering aspects of polymeric materials and small molecules working in areas such as biopolymers, specialty polymers, highly active monomers and performance chemicals.

## 3 Dedicated R&D Centres

Dedicated R&D Centres accommodate multi-disciplinary teams of scientists operating from ring-fenced infrastructure on an exclusive basis for individual clients.

## 4 Manufacturing Services

Manufacturing Services offers commercial scale manufacturing of small and large molecules from a cGMP-compliant API manufacturing campus in Mangalore, India and a biologics manufacturing facility in Bangalore, India.



<sup>2</sup> GRI 2-6



## Supply Chain

Syngene has diverse sourcing requirements ranging from chemicals to electronic and capital equipment. Over the years, the Company has developed niche sourcing skills required to efficiently manage the diversity of its procurement requirements arising from the diversified portfolio of services offered to clients. Reliable and timely delivery of catalogue chemicals is a top priority in Discovery Services whereas in Development Services our strong network of custom synthesis suppliers, with technical expertise in complex chemistry, is critical. The ability to

build a supply ecosystem that is tailored to the needs of each of the divisions makes our supply chain a competitive advantage for Syngene.

Currently, approximately 2,800 suppliers provide goods and services to the Company. Of these, approximately 950 are based in Bangalore. During the year, the Company embarked on a program of ESG assessment for suppliers to add to the assessments of compliance with the Supplier Code of Conduct already in place.

## Our clients<sup>3</sup>

### Large & Mid-sized BioPharma



### Emerging BioPharma



### Animal Health



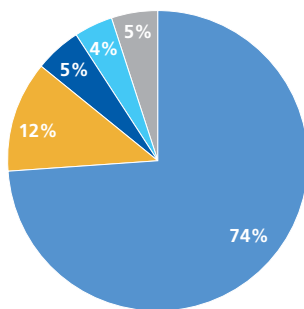
### AgroChem



### Consumer Products



## Client footprint



US Europe Japan  
India RoW



<sup>3</sup> GRI 2-6

CHAPTER

# 02

# Protecting the environment





Respect for the environment is one of the key pillars of our business strategy and while our purpose is to deliver meaningful scientific innovation, we aim to do so with minimal impact on the environment. An ongoing focus on using natural resources with care and applying the 3Rs (reduce, reuse, recycle) wherever possible is central to the operational strategy of the Company.

As the Company grows and expands its operations, the amount of materials, energy and water consumed and the volume of waste generated are likely to increase over time. Recognizing this, while reduction will be possible in some areas, our focus lies in improving the intensity of resource consumed per unit of value generated by our business. We aim to increase the recyclability of materials and improve efficiency of use to generate more value from every unit of energy, litre of water or ton of material consumed.



### Environmental governance

The Company has developed a robust governance framework that underpins our commitment to protect the environment. Policies to improve energy efficiency, reduce greenhouse gas emissions (Scope 1 and Scope 2), recover, recycle, reuse and reduce waste, minimize environmental hazards and climate impact have been applied in all Company operations.

An Environmental Management System (EMS) has been established that is aligned with requirements of the ISO 14001:2015 and ISO 45001:2018 certifications. The EMS is audited on a regular basis, the last surveillance audit was undertaken in October 2021.

A team of Environment, Health, Safety and Sustainability (EHSS) professionals, provides specialist advice to the in-house engineering team and the operational divisions to seek new ways to improve resource efficiency and minimize the Company's environmental impact. The EHSS team monitors environmental metrics to drive continuous improvement and shares experience and best practices across Syngene. Corporate oversight and assurance of strategic, operational, and emerging environmental or safety-related risks is undertaken by the Executive Committee every quarter using an Enterprise Risk Management framework.

### Energy and emissions

Syngene has adopted an energy management strategy to reduce energy consumption, integrate renewable energy sources and drive efficient energy usage. The energy index is tracked and benchmarked in all operating units. The Company has a two-pronged approach to energy management: firstly to increase the use of renewable energy and secondly, to find ways to reduce energy consumption. During the year, 97% of the energy consumed at the main Bangalore campus - and 86%\* across all campuses - came from renewable energy sources.<sup>1</sup> During the same period, energy consumption was reduced by approximately 2.4% through the introduction of efficiency measures resulting in the reduction of greenhouse gas (GHG) emissions of approximately 59,700 tCO<sub>2</sub>e.<sup>2</sup>

#### Energy-saving initiatives:<sup>3</sup>

- Upgraded an old chiller with an energy efficient magnetic chiller with variable speed drive
- Improved operational efficiency of the nitrogen plant by regulating the optimum pressure set points to meet the operational requirements
- Energy consumption reduced from 0.63 kWh/M<sup>3</sup> to 0.46 kWh/M<sup>3</sup> by implementing a dew point sensor-based dryer operation in the air compressor to optimize heater and blower running hours

(Details of total energy consumption, 2022 Annual Report page 152) 

Case study

### Reducing the use of consumables

The disposal of plastics, single-use products, pharmaceutical ingredients and other consumables can be damaging to our ecosystem. To draw attention to this issue, the Discovery Chemistry team initiated a series of campaigns to promote the mindful use of single-use consumables in the laboratory operations in Bangalore and Hyderabad. The team, in collaboration with leaders and scientists, focused on widely-used consumables such as gloves, rubber septum, parafilm, needles and thin layer chromatography plates. These are made of plastic, glass, rubber, polymers and metal – all materials that are non-degradable and potentially detrimental to the environment.

By involving the users in finding solutions, the team identified ways of using these consumables efficiently and responsibly, as well as educating the users in the correct way to reuse the gloves and store them correctly inside the fume hood.

After 3 months, the average cost of consumables per person was reduced by 66% and the total volume of glove waste from this team reduced from 2000 kg/month to 850 kg/month.

<sup>1</sup> GRI 302-1

<sup>2</sup> GRI 305-5

<sup>3</sup> GRI 302-4

\*Total 86% purchased by Syngene. 77% of renewable energy utilised by Syngene International Limited and 9% utilised by Biocon Biologics Limited.



Waste Water Treatment, Mangalore

The Company relies upon emergency diesel-powered generators as backup power during grid outages, thereby adding to our Scope 1 energy profile. Compared to the previous year, there were more hours of grid power outages in 2021-22 consequently Scope 1 emissions increased due to increased diesel use. Diesel consumption also increased on the Mangalore campus due to increased plant occupancy. To reduce our Scope 1 emissions, e-vehicles were introduced to

move people, waste, and materials on site, thereby offsetting 151 tCO<sub>2</sub>e<sup>4</sup>. Scope 2 emissions were reduced in the current year owing to increased procurement of renewable energy and energy efficiency initiatives, thereby reducing overall emissions.

(Further details of emissions in the Annual Report – Business Responsibility and Sustainability Report <https://annualreport.syngeneintl.com/pdf/Syngene-Annual-Report-2021-22-.pdf>)

## Water

Freshwater is an essential resource for Company operations and activities such as biologics manufacturing are particularly water intensive. The Company aims to use water judiciously, minimizing the use of freshwater and reclaiming and recycling wastewater wherever possible. During the year, consumption of freshwater reduced by 20% across all campuses compared to the previous year.

The wastewater from the laboratories and manufacturing facilities is transferred to a specialist effluent treatment plant where it is processed for use in utilities and landscaping. Reflecting our commitment to manage effluent run-off, the Company has a zero liquid discharge policy and the facilities in Bangalore and Mangalore have conventional effluent treatment plants, strippers, multiple effect evaporators, Agitated Thin Film Driers (ATFD) and reverse osmosis units to treat waste water and reuse it within the plant premises. At the Hyderabad campus, wastewater is pre-treated in the effluent treatment

plant managed by authorized third-parties and sent to a third-party effluent treatment plant for further disposal. Our zero-discharge policy requires that all water pollution hazards are closely monitored and all water management practices comply with the laws and regulations of the State and Central Pollution Control Board of India.

In 2021-22, the total water consumption was 171,000 KL<sup>5</sup>. Overall water consumption increased from the previous year as a result of business growth. The Company has taken steps to capture and use rainwater, reclaim and recycle effluent water and limit water consumption. In 2021-22, Syngene recycled and reused 34,000KL of water, which is approximately 20% of total water withdrawal.

(Further details related to water withdrawal, in the Annual Report – Business Responsibility and Sustainability Report <https://annualreport.syngeneintl.com/pdf/Syngene-Annual-Report-2021-22-.pdf>)

<sup>4</sup> GRI 305-5

<sup>5</sup> GRI 303-3

## Case study

## Reducing use of solvents

In the last 14 years, the material chemistry team of Discovery Chemistry has made over 7,000 new chemical entities (NCE). These NCEs have been used in the electronics industry for research and development activities related to organic light-emitting diodes (OLED), display, light, and flexible electronics, phototherapy devices, night vision displays, defence and screening electronics (near-infrared emitters), organic photovoltaics, fluorescent tags and biosensors.

Before testing starts, the NCEs must be ultra-pure and sublimed. Modern, advanced purification strategies offer multiple approaches and the selection of the optimal method in each setting plays a pivotal role in achieving high-quality chemicals. The appropriate purification method is chosen based on the component's physical characteristics such as absorption, molecular weight, melting and boiling points. The team also uses solubility differences among the components to find suitable methods (crystallization/precipitation/trituration). If there are no differences in solubility between the components, then absorption-based modern chromatography techniques are used.

The systematic evaluation of the purification strategy for each material from an ESG standpoint has allowed researchers to reduce the volume of solvent used and replace highly damaging solvents with more environmentally friendly products, while continuing to meet client specifications.



## Waste

The Company generates both hazardous and non-hazardous waste as a by-product of our research, development and manufacturing processes. Syngene employees are educated in appropriate waste disposal and the first level of triage between different types of waste happens within the laboratories. E-waste, hazardous waste and other waste are processed through State Pollution Control Board authorized re-processors, recyclers, and disposal facilities. The onsite waste management facilities are inspected regularly for compliance with local standards and regulations.

The Company's waste management strategy focuses on two areas: reduction of waste generation; and increase of

waste recycling and reuse wherever possible. The Company's campuses in Mangalore and Hyderabad host dedicated waste management facilities and a dedicated 4,000 sq. ft. waste management facility was inaugurated last year at the main campus in Bangalore. Solid and liquid hazardous waste is collected in leakproof containers and segregated based on compatibility and hazardous waste categorization. During the year, 92% of total hazardous and non-hazardous waste was recycled. The remaining un-recyclable proportion of both hazardous and biomedical waste was incinerated according to the prevailing Hazardous Waste Management Rules and Biomedical Waste Management Rules under the Environmental Protection Act.



## Case study

## Managing laboratory air quality

In order to manage air quality in chemistry laboratories round the clock throughout the year, air conditioning and exhaust units had been set to operate constantly throughout the day and night, increasing energy consumption by 40%. In the face of this substantial use of energy, the Engineering and Maintenance team looked for ways of optimizing energy consumption while maintaining the standard required for safe operations. The solution they identified lay in a detailed re-evaluation of the exhaust and air conditioning requirements in the laboratories.

In the first phase, the exhaust and supply air volumes were optimized on weekdays, this reduced energy consumption with no negative impact on the air quality in the laboratories. In a second phase, the exhaust and supply air volumes were further optimized on weekends and holidays when there were fewer employees in the laboratories so the load on the air conditioning and exhaust system was lower.

The recalibration of the air conditioning and exhaust systems in 20 chemistry laboratories in Bangalore and Hyderabad resulted in an overall energy reduction of 14% of the total energy consumption of the air conditioning and exhaust system.

Monitoring the air quality in the chemistry laboratories remains in place to assess the potential for further optimization. While the air quality requirements are different in different types of laboratories, the Engineering and Maintenance team will use experience acquired in the chemistry laboratories to assess the potential to increase energy savings.





CHAPTER

03

Safety at work



Syngene applies a principle of 'safety-first' throughout all operations. Our Environment, Health, Safety and Sustainability (EHSS) policy covers all permanent and non-permanent employees and operations around the world. Workers are covered under the safety requirements outlined in the Suppliers Code of Conduct. The Company regularly reviews the risks associated with its operations including handling of hazardous chemicals, operation of complex machinery and technical laboratory equipment, management of natural resources and waste, and risks associated with office-based operations.

Managers are expected to take the lead in ensuring employee safety and well being, including putting effective risk mitigation plans in place. During the year, particular focus was given to improving safety in Company warehouses with the introduction of a new safety behavior standard and new processes for managing hazardous substances<sup>1</sup>.



<sup>1</sup> GRI 403-2

We believe it is important to design safety into our working environment and as the Company expands, new buildings are designed with safety as a priority and key design principle. We are committed to operating to globally recognized standards and all operations in Bangalore, Hyderabad and Mangalore are certified for ISO 45001:2018<sup>2</sup>

In operating safely, we focus on two dimensions: the safety of the workplace and the behavior of those who work in it. With a growing workforce, continuously reinforcing a culture of safety is a daily requirement. The Company's induction programs focus on identifying the safety considerations related to every role in order to educate and train employees accordingly. Technical training, drills and other preventive safety activities are offered to all the employees throughout the year.<sup>3</sup>

Occupational health facilities operate on each campus, administered by qualified staff who are first responders for medical treatment. They also provide preventative health advice for employees<sup>4</sup>. During the pandemic, these teams facilitated testing and vaccination campaigns to keep employees and their families safe. The Company's occupational health and safety

management system, that has been internally audited, covers all employees<sup>5</sup>.

**Governance, processes and systems<sup>6</sup>**

A Safety Committee comprising a representative from each operating unit and enabling function, and an occupational health practitioner has been established to drive innovation and implementation of safety improvements.

Executive oversight of safety performance is undertaken by the Executive Safety Committee which meets quarterly and includes all members of the Executive Team. In addition, safety risk and mitigation is a standing item at the Board's Risk Committee meetings.

During the Executive Safety Committee quarterly reviews, each operating unit and enabling function is assessed for preparedness against four dimensions of health and safety drawn from the framework developed by the Centre for Chemical Process Safety. Operating units and enabling functions which do not meet expected operating standards on any dimension are required to formulate a remediation plan.



<sup>2</sup> GRI 403-1

<sup>3</sup> GRI 403-5

<sup>4</sup> GRI 403-3

<sup>5</sup> GRI 403-8

<sup>6</sup> GRI 403-4

## Four dimensions of health and safety

1

### Commitment to safety

e.g. near-miss reporting and management; observation of weekly safety hours; emergency response planning

2

### Understanding of hazard and risk

e.g. compliance with laboratory hazard analysis and job safety hazard analysis processes; process safety and process risk assessment compliance

3

### Management of risk

e.g. permit to work; pre-start-up safety review; management of change compliance, contractor safety and emergency management

4

### Learning from experience

e.g. incident reporting and investigation; incident response; first aid cases and medical treatment; critical audit observation remediation

The Company has adopted safety focused systems in its daily operations designed to create safe working conditions including industry standard tools such as a laboratory hazard analysis and process risk assessment for both routine and non-routine tasks.

Using the Japanese management technique of Gemba, which involves going to where a task is being undertaken, managers conduct regular safety Gemba walks, so that employees are given every opportunity to report safety concerns as well as operational inefficiencies.

(See operational excellence page 41) 

All instances of recordable, work-related injury are reviewed to identify the root cause and put in place additional safeguards where necessary. Improvements to safety training and processes are constantly being introduced to improve safety for all employees in order to avoid incidents and injuries.

Safety Incident/Number	2021-22		2020-21		2019-20	
	Employees	Workers	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.00	0.42	0.10	0.96	0.10	0.40
Total recordable work related injuries	2	1	3	2	2	1
No. of fatalities	Nil	Nil	1	Nil	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Nil	1	Nil	1	Nil	1

LTIFR - Financial year

TRCFR - Financial year including high consequences, loss time injury, medical treatment case and fatality

Data is calculated considering Indian standard (1 million)

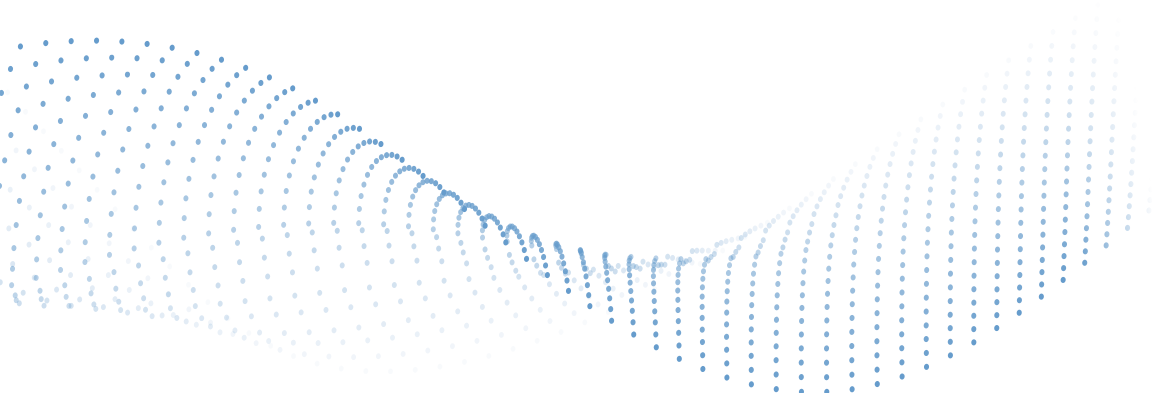


**Promoting safe behavior**

In order to raise awareness of safe behaviors, the Company dedicates an hour each week for teams to engage around a designated safety topic and engagement materials containing relevant best practices, hints and tips are sent to all employees<sup>7</sup>.

**Monthly themes for 2021-22**

Electrical safety	Materials storage	Personal protective equipment	Disease prevention
Slips, trips and falls	Workplace ergonomics and safety	Fire extinguisher use	Driver safety
Safety beyond the workplace	National safety month	Unexpected indoor hazards	Personal safety: lifting and shifting materials



• **Weekly mock drills<sup>8</sup>**

Good emergency preparedness is based on well-established plans and procedures and regular drills to build familiarity. During the year, the Company conducted weekly drills for all buildings on each campus to make sure that employees were equipped to handle any critical situation and evacuate promptly.

• **Emergency response team (ERT)<sup>9</sup>**

Each building has identified emergency responders who, collectively, constitute the emergency response team. On each campus, these teams oversee the weekly training and drills. Specialized training is given to the members of the ERT team to enable them to handle the first response to different types of human and operational emergencies.

<sup>7</sup> GRI 403-6 and 403-7

<sup>8</sup> GRI 403-7

<sup>9</sup> GRI 403-7



## SynZero

Introduced in December 2021, SynZero is an incident management and reporting portal. All employees are encouraged to report instances of unsafe conditions, unsafe behaviors or near-miss safety incidents. The Safety team follows a structured approach to review all incidents and near-misses. Detailed root cause analysis is undertaken on all incidents and rigorous Corrective Action and Preventive Action plans (CAPAs) are established to ensure that improvements are implemented in a timely manner<sup>10</sup>.

## Kavach 2.0

Kavach is a company-wide safety risk reduction program that focuses on hazard identification, hazard communication, risk assessment and adoption of control measures<sup>10</sup>. Phase I of the program, spanning four years, was completed in 2021-22.

The second phase of the program aims to reinforce the accountability of leaders in building a strong safety culture, supported by EHSS professionals. Based on its level of safety maturity and operating risk profile, each operating unit will formulate its own plan for Kavach phase II.

## Switch On

Switch On is a personal risk awareness programme that encourages situational awareness of employees regarding the safety risks in their surroundings. Started in 2020-21, the program utilizes insights from behavioral research, supported by decision-making tools, to encourage employees to adopt safe behaviors. The program is based on the use of personal risk thinking cards that comprise a set of safety-related questions to help an employee reflect on their behavior before initiating any task and evaluate if they are focused and aware before carrying out the task.

<sup>10</sup> GRI 403-2

CHAPTER

# 04

## Empowering employees





The Company aims to create an empowering working environment and offer fulfilling careers for all employees. The workforce comprises 87% scientists, so offering opportunities to stay current with new technology and develop new skills, is crucial. Beyond technical excellence, the Company aims to develop leadership at all levels. Using a leadership competence framework, employees are encouraged to discuss their development with their manager and establish a development plan based on a 70-20-10<sup>1</sup> approach. This commitment to learning and development is underpinned by an active learning and development program including mandatory learning modules, technical modules and the opportunity to improve life skills.



<sup>1</sup> 70-20-10 learning model is based on a survey of executives in 1996 in which respondents indicated that 70% of their learning came from experiences at work; 20% came from feedback and mentoring and 10% from training courses or reading.

As the Company expands both in India and overseas, the need to build a strong cultural infrastructure based on the Company mission and values has become even more important. During the year, the extended leadership group (~120 leaders) met monthly to discuss business priorities and leadership topics with a view to providing strong, aligned leadership to the organization. This cultural alignment was also embedded in core HR processes to ensure that the employee experience from recruitment to retirement is positive and consistent.

**Workforce overview**

In the reporting year, the Company had a total of 7,157 fulltime equivalent employees (FTE) including permanent and non-permanent employees and workers. Among the permanent employees, scientists held 87% of the roles, females represented 27%<sup>2</sup> of the total and the average age was 34.

The workforce includes 3 categories of individuals:

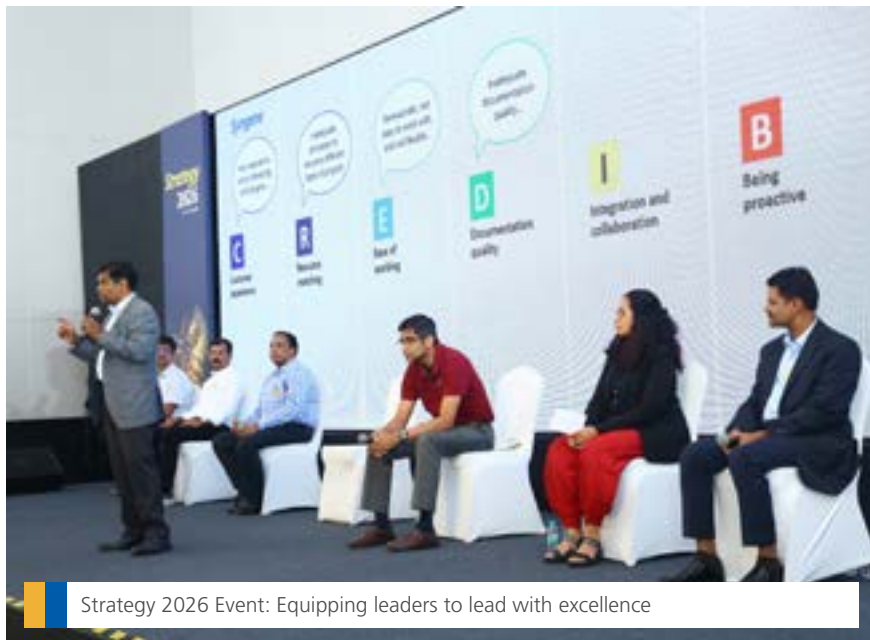
- **Permanent employees** – these individuals constitute the majority of the workforce and undertake roles at all levels and disciplines within the Company. The majority of employees have an educational background in science

- **Non-permanent employees** – these individuals are employed on contracts for a variety of reasons, often to acquire specific skills that are not found in the regular employee base and often for shorter duration than permanent employees
- **Workers** – these individuals are employed by third party employers. They may be trainees or interns or they may be casual employees often involved in housekeeping activities.

Permanent and non permanent employees are bound by the Code of Conduct and have equal access to training and many other benefits consistent with their location and country of employment. Workers are employed by third-party employers. They are bound by the Suppliers Code of Conduct in respect of their work for Syngene and their benefits are provided by their own employers.

The main campus in Bangalore accommodates 86% of the workforce, the balance is located on other sites in Bangalore, the manufacturing site in Mangalore and the research hub in Hyderabad. The sales team members are located in client markets in Europe and the United States.

**Workforce highlights**



Strategy 2026 Event: Equipping leaders to lead with excellence

**375**

new graduates were hired - 33% more than the previous year

**716,129**

A total of 716,129 hours of behavioral and technical training was completed by employees

**Of those who returned to work after parental leave, 91% of male employees and 72% of female employees were still employed 12 months later**

**Females constituted 27% of the permanent employees and 14% of leadership roles**

<sup>2</sup> GRI 405-1



### Talent acquisition and retention

Syngene’s talent acquisition process is based on skills and values-based interviews that help the Company recruit the right candidate for each job. The recruitment team conducts rigorous due diligence to understand every candidate’s skills, motivation and alignment with the values and culture of the organization. Recruitment is conducted through various channels including career sites, campus placements, employee referrals and social media. For new graduate joiners, Syngene searches across 110 university campuses right across India to identify individuals with the skills and characteristics to be successful in the Company.

In a dynamic employment market, it is important to provide competitive remuneration and benefits to employees. It is also important to ensure that employees have clear objectives and receive feedback on their progress throughout the year. In addition to valuing technical competence, the Company reviews individuals against a framework of leadership competences which underpin the concept of leadership at all levels from the most senior leader to the entry level employee. In addition to completing a mid-year review and an individual appraisal each year, managers schedule regular meetings with their team members to discuss their work and progress with their personal development plans: 82% of the permanent employees received regular performance reviews in 2021-22<sup>3</sup>.

### Diversity – new hires<sup>4</sup>

	Male FTE	Female FTE	<30 years	30 – 50 years	>50 years	Total FTE
New hires	1,376	721	61%	38%	1%	2,097
Rate of new hires*	32%	44%				
<b>Total rate</b>						<b>35%</b>

\*Rate of new hires: total new hires as a % of total permanent employees

### Employee benefits<sup>5</sup>

The Company recognizes that the well-being of its employees is extremely important for their productivity and engagement. The benefits offered to employees are designed to match the best employers and legal requirements of the country of employment, including:

Wellness sessions

Ergonomic workplace

Travel allowance and car lease

Parental, adoption, and bereavement leave

Employee assistance program

Retirement provisions including an employee pension scheme for employees in India and a 401K plan for employees in the US

Medical, accident and parental insurance

Annual health check-ups and medical support

COVID-19 vaccination drives for employees and their families

Employee stock options are provided to select employees based on their performance

<sup>3</sup> GRI 404-3

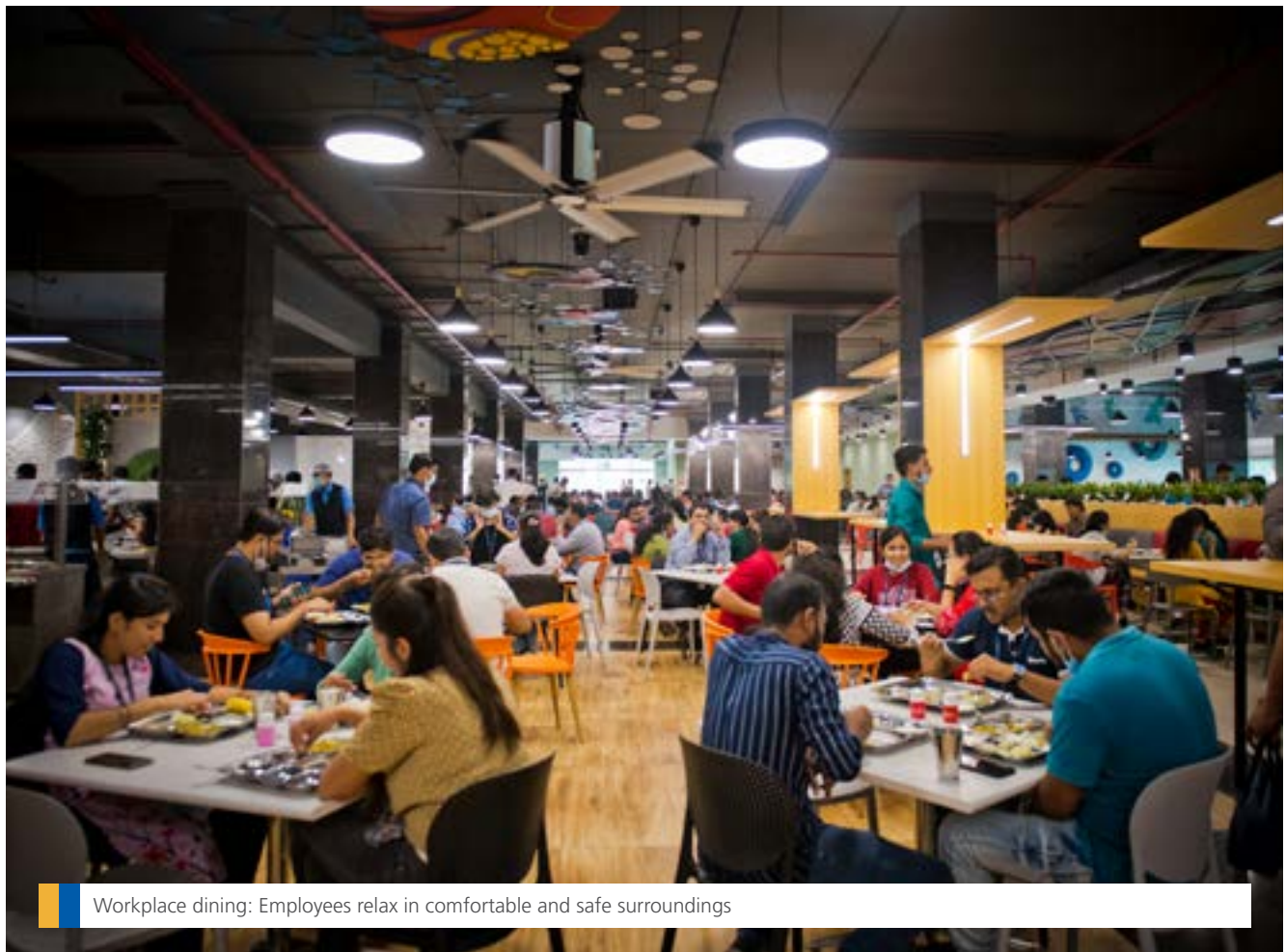
<sup>4</sup> GRI 401-1

<sup>5</sup> GRI 401-2

The Company is committed to supporting young families with family-friendly policies and assistance for new parents returning to work including: work from home, flexible working hours, and day-care facilities at select locations.

Parental leave data 2021-22 <sup>6</sup>	Male	Female
Employees entitled to parental leave (all permanent employees)	4,348	1,627
Employees that took parental leave	191	93
Employees that returned to work in the reporting period after parental leave ended	191	73
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work (who took parental leave last year and came back to the Company this year)	173	67
Rate of return to work of those who took parental leave	100%	78%
Retention rates of employees that took parental leave	91%	72%

<sup>6</sup> GRI 401-3



Workplace dining: Employees relax in comfortable and safe surroundings



Inclusiveness in the workplace

### Promoting workplace diversity

Diversity and Inclusion in the workplace help drive innovation, stimulate new thinking, and create a more productive environment overall. With a focus on gender diversity, 34% of the total employees onboarded in the year were female. Overall, the proportion of female employees has shown a steady increase with 27%<sup>7</sup> female representation at the end of the year under review compared with less than 16% in 2016. The proportion of females in middle and senior management positions at the end of the year under review has been maintained at 14%.

### Workforce profile

	Male FTE	Female FTE	<30 years	30 – 50 years	>50 years	Total FTE
Permanent	73%	27%	39%	59%	2%	5,975
Non-permanent	68%	32%	59%	33%	8%	320
Workers	80%	20%	44%	55%	1%	862
<b>Grand total</b>						<b>7,157</b>

<sup>7</sup> SV-PS-330a.1.

### Human rights

The Company has a zero-tolerance approach to child labor, forced labor, and discrimination or violation of human rights in any form. Human rights, including labor rights, are upheld in all the Company’s activities, business relationships, and supplier agreements as required by Indian employment law. Syngene has clear policies regarding working hours, leave entitlement, fair treatment and other anti-discrimination measures. These are complemented by the Company’s commitment to creating a safe work environment free from any form of harassment based on race, religion, color, age, sex, nationality, disability, or any other classification. A human rights policy has been approved by the Executive ESG Council and published on the Company website <https://cdn.syngeneintl.com/2022/11/23165312/Syngene-Human-Rights-Policy.pdf>.

### Employee engagement

Employee engagement programs build important connections between the employee and the organization. The Company holds regular engagement events and activities to enable information to be shared and provides platforms for employees to ask questions and clarify their understanding of Company policies and activities including:

- New joiner induction
- Employee communication via email and the Company intranet
- Leadership townhalls
- Quarterly company-wide engagement events
- Rewards and recognition throughout the year

### Learning and development

Employee development is crucial for the sustainable growth of the organization, so the Company offers programs that allow employees to learn new skills and stay updated with sector developments. Employees are encouraged to build life skills and technical skills and stay updated with scientific progress in relevant fields. On average, every employee undertakes 130 hours of training per year. Individuals can also apply for support to undertaken external qualifications or continue their education.

**Upskilling managers:** The Emerging Leaders Development Program is designed to identify emerging leadership talent within the Company and support individuals transitioning from managerial to leadership roles. The Company has deployed other programs for recently promoted managers and junior managers to develop their capabilities.

**Nurturing fresh talent:** Aimed at handholding new graduates joining the Company, Syngene Training Academy (STA) offers a six-month extended induction to help new joiners understand the Company’s goals, vision, and core values as well as learn the skills of an industrial scientist.

**Nurturing science:** The Company facilitates science certifications for individuals using the skills of in-house scientists combined with leading experts from external institutes and universities. Scientists are also encouraged to attend conferences and seminars to connect with their professional peers and stay updated with the changing standards.

Total hours of training <sup>9</sup>	2021-22: 716,129	2020-21: 512,080
Training hours 2021-22	Male	Female
Technical/skill training	492,226	146,554
Non-technical training	47,545	20,010
Mandatory training*	7,036	2,758

\*Mandatory training: Code of Conduct, Prevention of Sexual Harassment, Anti-Bribery and Anti-Corruption and Data Integrity

### Programs to upgrade employee skills and support transitions<sup>8</sup>

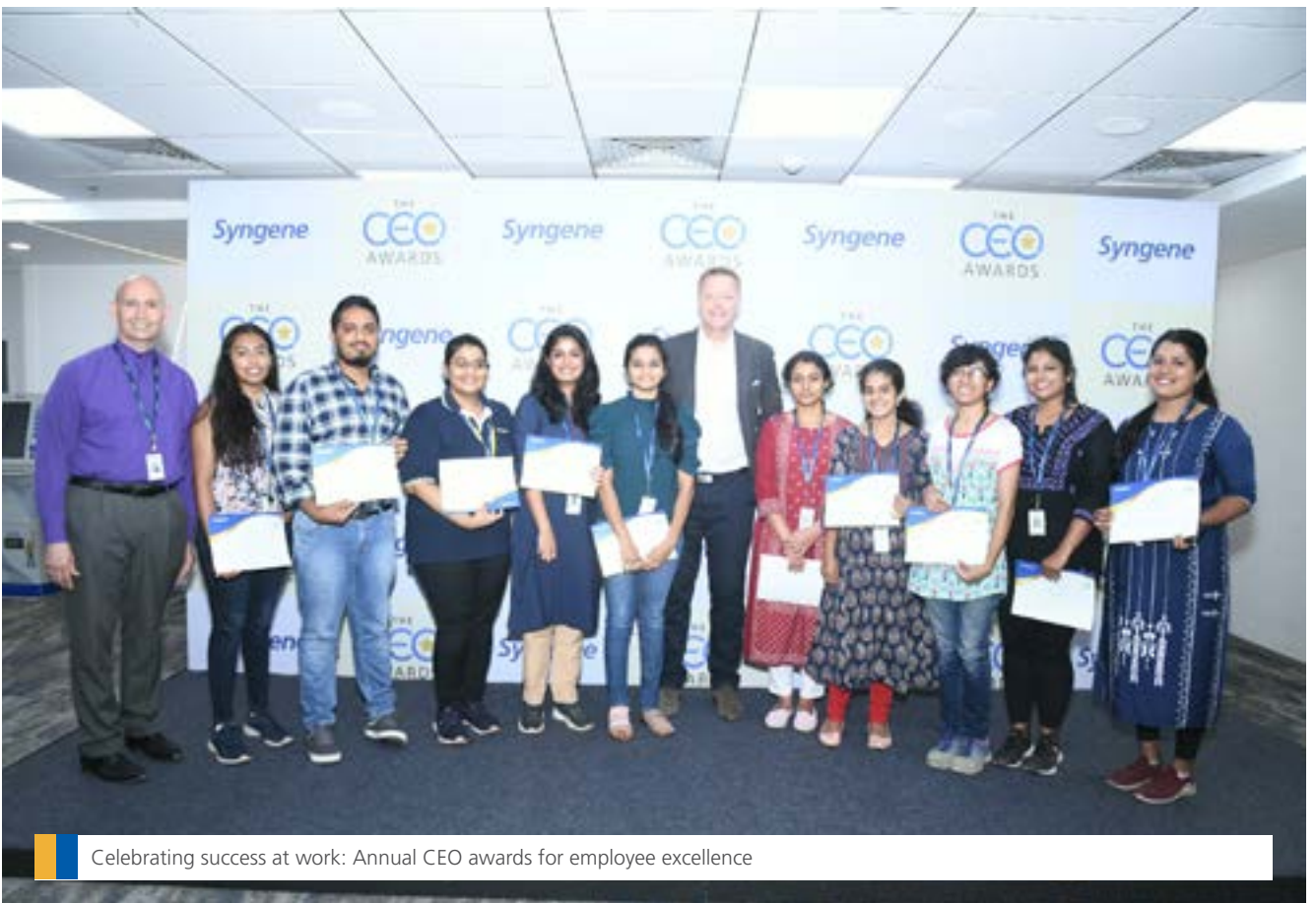
<p><b>1</b></p> <p>Emerging Leaders Development Program (380 participants)</p>	<p><b>2</b></p> <p>First-time manager - Springboard (90 participants)</p>	<p><b>3</b></p> <p>Effective Communication &amp; Presentation Skills (585 participants)</p>
<p><b>4</b></p> <p>British Council - English Select (185 participants)</p>	<p><b>5</b></p> <p>Train the Trainer on facilitation skills (150 participants)</p>	<p><b>6</b></p> <p>MS Offerings (500 participants)</p>

<sup>8</sup> GRI 404-2  
<sup>9</sup> GRI 404-1





Celebrating employee milestones: Recognizing 20 years of service



Celebrating success at work: Annual CEO awards for employee excellence

CHAPTER

# 05

## Empowering communities





The Corporate Social Responsibility (CSR) program is delivered through the Biocon Foundation. Activities are designed to foster social and economic equity primarily focused on community health, environmental sustainability, research and science education. Created in collaboration with multiple stakeholders, the program is updated annually. Most of the initiatives are funded for a minimum of three years to ensure that there is time for the intervention to become sustainable.



The core focus areas of the Company’s CSR program are:



The driving force behind the Company’s CSR programs is meeting the needs of the target population for each program. All programs are designed to drive sustainable solutions that

address critical development issues. Structured processes have been used to map stakeholders and their needs and project leads regularly liaise with local stakeholders and communities.





Other STEM initiatives included:

- **Summer Workshops:** These events helped children explore physics, chemistry and biology, and enhanced their confidence and independence
- **Science Fair:** This initiative encouraged the children’s application of scientific knowledge to solve real-world problems
- **Shikshana:** These sessions offered STEM pedagogical skills for teachers and promoted professional development through capacity-building

### Promoting science education<sup>1</sup>

Education is a crucial enabler of community development. During the year, the Company launched several projects to provide economically disadvantaged children access to high-quality science education.

The experiential science learning program, provided through a mobile science laboratory, meets the educational needs of rural children using hands-on learning strategies. Despite the challenges of the COVID-19 pandemic, a blended methodology was established to ensure that students in remote areas had significant exposure to science, technology, engineering and mathematics (STEM) topics.

More than 3,200 students of 21 government schools in Anekal in Bangalore were exposed to virtual and face-to-face learning programs for at least 1-1.5 hours each.

- **Mental health workshop held in partnership with NIMHANS:** This workshop on psychosocial care was organized to provide training to instructors as first responders to child mental health issues in the context of the COVID-19 pandemic
- **Career guidance:** Group sessions for students of classes nine and ten were organized to help them select and pursue the right career

To evaluate the experience of the science learning program, a mixed-method survey comprising a pre- and post-assessment, combined with focus group discussions, was conducted to capture the students’ responses. The results showed positive change in knowledge, awareness, curiosity and confidence among students.

The Company also funded a program to meet the needs of underserved students in remote areas: Explore Play Learn was conducted through a digital e-learning platform to enable the students to learn on their own and experiment using everyday items in real life situations.<sup>1</sup>

### Impact of Explore, Play, Learn initiative on students



**10.9%**

improvement in awareness

**10.2%**

improvement in curiosity

**11.5%**

improvement in confidence

**14%**

improvement in science knowledge

<sup>1</sup> SDG 8

## Supporting healthcare in the community

### eLAJ Smart Clinics

Using cutting-edge digital healthcare solutions and integrating them into the current public healthcare system, the Company CSR investment is designed to build capacity, increase operational efficiency and enhance the patient experience.

In Karnataka, the Company funded eLAJ Smart Clinics - a real-time health information system - with 20 government-run primary health centres and three clinics. The smart clinics provide preventative care via early diagnosis and treatment for patients, thereby, decreasing their out-of-pocket costs by facilitating a seamless flow of data for every patient. The advanced diagnostic tools used by the smart clinics also drive evidence-based care, improving the patient experience and maximizing patient trust. Despite the shifting healthcare priorities brought on by the pandemic, these centres were able to complete over 22,000 hematology and biochemistry tests

during the year owing to their strong diagnostic capabilities, provision of an additional trained laboratory technician and a steady supply of consumables such as protective clothing, test tubes and slides.

Face-to-face and online counselling sessions on menstrual hygiene for adolescent girls, iron deficiency and anaemia in women and breast and cervical cancers were conducted to enhance the health-awareness of the communities.<sup>2</sup> During the year, efforts were made to increase public acceptance of the COVID-19 vaccine.

To gauge the levels of patient satisfaction on services provided at the clinics, an outpatient exit survey was conducted. More than 1,100 patients were asked to grade their experiences on a scale of 1-5 on six key performance indicators (KPIs). The overall satisfaction score was ~4.5.



Launch of BUMHI (Bangalore Urban Mental Health Initiative)

### eLAJ Impact 2021-22

**~71,000**

patient visits recorded

More than  
**22,000**

hematology and biochemistry  
lab investigations performed

<sup>2</sup> SDG 3

## Specialist clinics

The Company also funds specialist clinics to raise awareness of the threat of non-communicable diseases. The clinics effectively treat a variety of non-communicable diseases including type 2 diabetes, hypertension and cardiovascular illnesses, as well as geriatric, female and child health issues, thereby enhancing the quality of life in underserved areas. Over 1,000 patients have benefited from the program during the year.<sup>3</sup>

## Mental healthcare

In response to escalating socioeconomic constraints, disintegrating social networks, and unstable economic conditions as a result of the pandemic, the Company financed programs with the National Institute of Mental Health and Neurosciences (NIMHANS) to create sustainable methods for improving mental healthcare in three settings: urban areas, elderly healthcare, and schools. The aim of the program is to raise awareness about mental health problems, assess the impact of hearing loss in the elderly and provide assistance, encourage self-care and community care, and deal with difficulties related to technology addiction in the young and adolescents.



As part of the program, Syngene funded the production of a self-care mental health kit for the Bangalore Urban Mental Health Initiative (BUMHI) to enhance the abilities and understanding of urban communities in protecting and promoting mental health. The roll-out of the kits will form phase II of this program.

## Environmental conservation

Syngene has contributed to the funding of the Biocon-Hebbagodi Metro Station aimed at strengthening the use of mass transportation in line with the Company's commitment to environmental sustainability.

In Mangalore, the Company will continue to support the Miyawaki Urban Forest Project, a Japanese-style initiative to develop clean and green urban places for the people of Mangalore while also raising groundwater levels, preventing flooding, and enhancing biodiversity.

## Safeguarding women and children<sup>4</sup>

Supporting the fight against violence involving women and children, the Company provided funding for the counselling and rehabilitation of women and children, in partnership

with Parihar, a Bangalore City Police project. Additionally, the Company keeps communities informed about women's rights and child safety while fostering an environment that supports them. More than 90% of the 1,400 cases in Parihar were resolved. Syngene also provides funding for micronutrient supplements for teenage girls and expectant mothers as part of its endeavor to eradicate malnutrition in accordance with the Global Action Plan (GAP) framework to achieve the Sustainable Development Goals of the World Health Organization.

In Anekal in Bangalore, Syngene funds healthy meals to 3,900 students across 72 government schools and over 1,800 children under the age of six, pregnant women, and breastfeeding mothers in Narsingi, Telangana. In addition, 450 Anganwadi centres in Anekal received over 1,300 nutrition kits designed to combat malnutrition.



<sup>3</sup> SDG 3

<sup>4</sup> SDG 5



CHAPTER

# 06

# Operating responsibly





Operating responsibly in the world of research, development and manufacturing requires close attention to standards and quality, particularly when working in the fields of human and animal health. Meeting the required standards is the day-to-day responsibility of every employee in the Company. However, there are four enabling functions which support the operational performance:

Quality

Operational excellence

Strategic Sourcing

IT/Security



## Quality

Syngene's Quality Management System includes robust systems and processes that support delivery of successful research, development and manufacturing outcomes for clients. All operational facilities are accredited by major global regulatory authorities like the US Food and Drug Administration, European Medicines Agency, Japan Pharmaceutical Manufacturers Association and Indian national authorities. The quality management systems are continuously monitored, evaluated, and upgraded to meet evolving industry regulations and industry best practices.

70 audits by regulatory bodies and clients were completed in 2021-22.

### Regulatory approvals obtained in 2021-22

- OECD GLP extension of certification by the Government of India
- NABL certification for large molecule bioanalytical laboratory
- NABL re-certification audit in central laboratory

#### 1. US market

- Odevixibat (for genetic liver disease) - NDA approval for the client. Drug substance manufactured in Syngene
- Ibrexafungerp (Immediate-release tablets for treating vaginal yeast infections) - NDA approval for the client. Drug product manufactured in Syngene

#### 2. Europe market

- Odevixibat (for genetic liver disease) - EMA approval for the

client. Drug substance manufactured in Syngene

- Certificate of Pharmaceutical Product (CoPP) and Written Confirmation (WC) for the above drug substance for export to Europe

#### 3. Indian market

- Marketing authorization for remdesivir manufactured by Kamla Life Sciences, Maharashtra

### International accreditations

In addition to meeting regulatory requirements, the Company has completed industrial or activity-specific accreditations managed and audited by recognised third party assessors. These accreditations ensure that processes comply with the latest practices, are fully documented, and regularly inspected.

#### Accreditations include:

- ISO 9001:2015 Certificate for Quality Management System
- ISO 13485:2016 Certificate of Registration for Medical Device Quality Management
- ISO IEC 17025:2017 National Accreditation Board for Testing and Calibration Laboratories (NABL)
- ISO 15189:2012 NABL and College of American Pathologists for Clinical and Molecular diagnostics
- ISO IEC 27001:2013 Certificate for Information Security Management System
- ISO 45001:2018 Certificate for Occupational Health and Safety Management System



- ISO14001:2015 Certificate for Environment Management System
- GxP standards for documentation ALCOA+
- USFDA Good Manufacturing Practices
- EU Good Manufacturing Practices
- Japan Good Manufacturing Practices
- India Good Manufacturing Practices (schedule M of Drugs and Cosmetics Act)
- Organization for Economic Co-operation and Development guidelines
- Accredited for bioequivalence/bioavailability and Phase I studies on healthy volunteers by US FDA, MHRA/EMA (UK), ANVISA (Brazil)

## Operational excellence

Every aspect of the Company's work is driven by a commitment to operational excellence which is underpinned by tools including Lean and Six Sigma. The Company has a multi-year program of training in these disciplines to drive process improvement and eliminate waste. LEAP (Leveraging Excellence to Ascend and Perform) is the company-wide operational excellence training program based on a three-pronged approach: building the right philosophy, building robust processes, and building sustainability. Across all Company operations, operational excellence is monitored and measured using a proprietary approach, SQDECC (safety, quality, delivery, engagement,

compliance, and cost), which involves operational teams undertaking a daily stand-up meeting to review performance data on the six elements of operational excellence.

All new joiners complete a Lean/Six Sigma white belt certification within 30 days of joining the Company. The white belt training programme was scaled up in the current reporting year to include 95% of the workforce. More than 50 employees completed a green belt, the second level of competence in Lean/Six Sigma training. This group, along with 29 black belts and 35 senior leaders who were trained as "Champions" for Lean initiatives, drove efficiencies in the operations through projects undertaken during the year.

Other techniques employed throughout the Company include 5S (sort, set in order, shine, standardize, sustain), the Japanese techniques of Gemba\* and Kaizen\*\*, and the use of why-why root cause analyses. More than 2,000 Kaizens were filed by employees during the year and approximately 600 why-why analyses were used to improve operating processes.

With a focus on detecting risks while undertaking technology and method transfer from Analytical Development to Quality Control, 80 individuals received Quality by Design training.

In 2021-22, 80% of teams showed an improvement in QUOTIF (Quality, On Time, In Full) the main client delivery measurement unit.

### Case study

## Lean/Six Sigma black belt project: Improving Turn Around Time (TAT)

As a result of a Lean/Six Sigma black belt project, the in vivo Pharmacology unit improved the turnaround time (TAT) of projects by 30% and increased on time project delivery.

At the start of the project, the typical time taken to procure material was 28 to 56 days with challenges related to the delivery of consumables, reagents and test compounds resulting in delays in some projects.

By implementing systemic process changes, the turnover time of material procurement was reduced to between seven and 35 days. Other changes included seeking approvals from clients to onboard alternate vendors and procurement of material from local vendors instead of depending on imports. Modified service level agreements improved the budget allocation process, item code creation and timely release of purchase orders.

Black belt projects enable teams to review processes in a structured manner to optimize processes, improve on time delivery and generate savings for the business. This black belt project generated significant reductions in material costs, increased productivity and freed up time for the team to take on new projects.

**Responsible supply chain**

Supply chains across the world were disrupted in different ways during the pandemic. To avoid delays and prepare for an environment of greater uncertainty, the Company identified its critical suppliers and developed supply plans with each one. The Company has over 2,800 suppliers located around the world, so building a robust supplier ecosystem with multiple sourcing points for critical materials was important to de-risk supplies.

All suppliers are evaluated before they qualify as a supplier for Syngene. The Sustainable Procurement Policy sets out requirements for the supplier’s environmental, social and governance performance. The policy is aligned with the terms outlined in the Supplier Code of Conduct. (The Sustainable Procurement Policy can be accessed at: <https://cdn.syngeneintl.com/2022/01/27163931/Supplier-code-ofConduct-2022.pdf>)

To assess ESG performance and support suppliers who want to raise their standards, the Company has partnered with a leading assessor to conduct assessments of ESG compliance. The assessor shares a scorecard with each supplier including guidance on the areas of improvement.



**Supplier highlights 2021-22**

Evaluated 300 critical tier one suppliers on ESG parameters and sustainable procurement, covering 35% of the annual spend

Anti-bribery and anti-corruption compliance completed by 1,550 suppliers with plans to cover the remaining suppliers within 12 months

Support provided to 10 of the 300 suppliers on corrective action plans to enhance their ESG performance in specific areas

120 suppliers undertook comprehensive safety training covering topics including permit to work, safety during civil construction, chemical handling and storage, supplier safety training

45 high risk suppliers were audited on safety parameters associated with the nature of their business



**Supplier Code of Conduct**

The Supplier Code of Conduct reflects the core values of the Company and the employee Code of Conduct. The code applies to all suppliers and service providers. By committing to it, suppliers commit to core values including honesty, accountability, and integrity.

The policy can be found at: <https://cdn.syngeneintl.com/2022/01/27163931/Supplier-code-of-Conduct-2022.pdf>



## Cybersecurity

The product delivered to clients often includes data. Every research experiment results in a data set that may be utilized to generate new information and make crucial decisions. With data security as a top priority, all IT systems are certified to ISO 27001:2013 - the globally recognized standard for information security management systems<sup>1</sup>.

The organization has strengthened its cyber-defence platform by ensuring best-in-class control operations which detect and respond to known cyber threats and adapt to continuously changing/emerging threats. The use of a privileged access management system guards against the unintentional or intentional misuse of privileged access to Company systems<sup>2</sup>. In addition, phishing simulation programs and continuous security awareness sessions are used to mitigate internal threats.

Cybersecurity simulation exercises and disaster recovery drills for all critical applications were performed in 2021-22 to validate the organization's ability to respond to potential cyber

threats and recover from them. The cyber resilience plans are regularly reviewed and updated in view of the latest threats. Additionally, security best practices were shared with employees highlighting the constant risk of malware and ransomware<sup>3</sup>. No cybersecurity or data breaches occurred in 2021-22.

## Digitization

A multi-year digitization program has introduced standardization, efficiency and transparency into processes previously undertaken manually. A three-part governance structure comprising the IT committee, Digital Transformation Steering Committee and Digital Transformation Council identifies digitization opportunities and prioritises implementation. Digitization projects have included the roll-out of Electronic Laboratory Notebooks in all discovery research facilities to ensure that research results reflect the ALCOA+ principles\*; advanced digital solutions in the supply chain to bring visibility to the management of materials; and an Internet of Things in Engineering and Maintenance which will link more than 1,200 systems over multiple locations.

### Case study

## Digitization to monitor compliance with laboratory documentation practices

Meeting global quality standards is imperative and one important element of this is the implementation of good documentation practices (GDP) consistent with the global ALCOA+ requirements. Syngene has digitized all parts of the document management process. The final element was the introduction of electronic laboratory notebooks (ELNs) in a phased manner since 2019. Today, all laboratory records are maintained in ELNs which helps to increase the efficiency of real-time data entry and data review process.

In Discovery Chemistry, the compliance in the fourth quarter of fiscal year 2021 was 85%, with three inadvertent human errors. To increase error-free compliance, a low cost digital tool powered by business analytics was embedded in the ELNs to measure and track compliance by generating alerts for >18000 live experiments on a day-to-day basis. This increased data integrity, thereby reducing delays and human errors and improving overall compliance to 99%. The tool won a national gold award from the Confederation of Indian Industry (CII) for low-cost automation.

<sup>1</sup> SV-PS-230a.1.

<sup>2</sup> SV-PS-230a.2.

<sup>3</sup> SV-PS-230a.1.

CHAPTER

# 07

# Corporate governance



The Board of Directors has responsibility for oversight of the Company. It engages with management throughout the year to fulfill its governance responsibilities, helps develop and endorse Company strategy and reviews Company policies when required. The structure, independence and diversity of the Syngene Board ensure that the Company benefits from a broad spectrum of experience and perspectives in shaping its strategy and practices.

Following the external review of Board practices conducted in 2020-21, the Board conducted a further internal review of its performance during 2021-22. The Directors acknowledged the productive functioning of the Board and its Committees and expressed their satisfaction with the evaluation process.



**Practices and processes**

The Company's corporate governance framework ensures accurate and timely disclosures, transparent reporting, and robust accounting policies. The Company's business processes have been designed to ensure adherence to statutory and legal requirements. The quarterly financial updates and annual report to shareholders provide a transparent account of business performance. Key Company policies are reviewed as required

and posted on the Company website for stakeholder reference <https://www.syngeneintl.com/investors/corporate-governance/governance-reports-policies/>. A policy outlining the Company approach to human rights was approved in November 2022. The Company is aligned with the tax policy for the Biocon Group of companies <https://www.syngeneintl.com/investors/shareholder-services/tax-on-dividend-information/>.

**Code of conduct<sup>1</sup>**



Our Code of Conduct lays out our expectations of every employee regarding conflicts of interest; harassment in the workplace; corruption and bribery; and legal compliance. Employees are required to complete training on the Code of Conduct annually. Our Supplier Code of Conduct lays out similar requirements for suppliers, consultants and other workers. Our Supplier Code of Conduct also sets out Company expectations about respect for the environment, labor practices and management systems.

In addition to the completion of the certification of Code of Conduct, employees are required to complete mandatory training modules concerning bribery and corruption; prevention of sexual harassment; and data integrity on an annual basis. New joiners are introduced to these topics during their initial induction days and are required to complete the training modules within one month of joining the Company.

Whenever employees identify behaviors or practices inconsistent with the Code of Conduct, their first resort should be to their line manager to report their concern. Where this is not possible, other channels are available, including a confidential, independent whistle-blower facility available to all employees of the Company and its subsidiaries.

The Company has introduced a statutory compliance system. Synpliance, is a real-time compliance solution with a comprehensive compliance guidebook and calendar reflecting all laws applicable to the Company for administration, reporting, and governance. It is supported by a live legal desk, providing timely updates on regulatory changes. With built-in safeguards through timely alerts and escalations, Synpliance has strengthened the compliance process and reinforced the culture of compliance across the organization.

Seven whistle-blower complaints were submitted and resolved in 2021-22.

**Board diversity**

The composition of Syngene's Board reflects the Company's belief in the value of a diverse mindset. The Board comprises one Executive Director, three Non-Executive Directors and five Independent Directors.<sup>2</sup> The weighting towards independence of the Board offers objectivity and effective decision-making. Balanced gender diversity is reflected with four female and five male members on the Board. The organization has a Board

diversity policy <https://cdn.syngeneintl.com/2020/10/02145138/Board-Diversity-Policy.pdf>. Other detailed information regarding Board members, their qualifications, remuneration, roles and responsibilities is shown in the current Annual Report 2021-22.

<https://annualreport.syngeneintl.com/pdf/Syngene-Annual-Report-2021-22-.pdf>

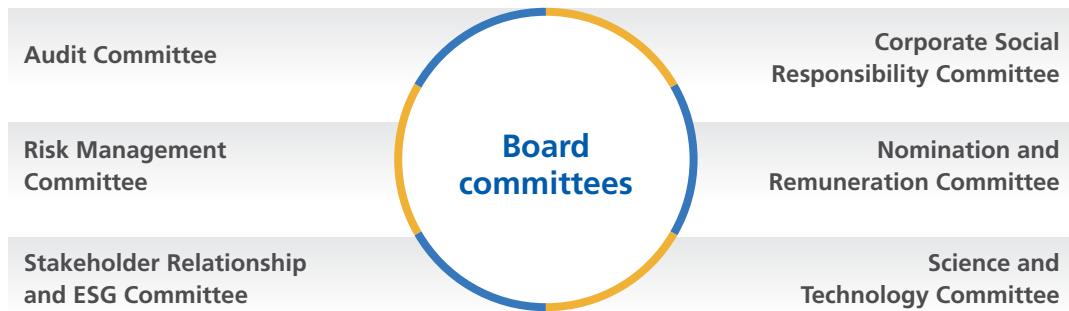
<sup>1</sup> SV-PS-510a.1.

<sup>2</sup> GRI 2-9



### Board committees<sup>3</sup>

The Board has the following committees as of March 31, 2022:



Each committee is governed by a charter that outlines the scope and responsibilities of the committee. The details regarding each committee membership and activities have been included in the 2022 Annual Report.

The scope of the Stakeholder Relationship Committee was broadened during the year to include oversight of ESG

reporting and performance, reflecting the importance that the Company attributes to this activity. The committee was renamed, 'Stakeholder Relationship and ESG Committee' and has incorporated additional responsibility in its charter for overseeing the Environmental, Social and Governance strategy on behalf of the Board.

### Environmental, social and governance in action<sup>4</sup>

The Company has created an Executive ESG Council to shape and drive the implementation of the ESG strategy. It is also responsible for ensuring fair and accurate progress reporting to stakeholders. The Council is chaired by the MD & CEO and includes the Chief Financial Officer, the Chief Operating Officer, Chief Human Resources Officer and the Head of Corporate

Affairs. The Executive ESG Council reports quarterly to the Stakeholder Relationship and ESG Committee.

The Executive ESG Council is supported by an ESG working group chaired by the Head of Corporate Affairs. This group's members are responsible for implementing ESG practices across the operations.

### Risk management

The Board's Risk Management Committee oversees how risks are managed in the Company. During the year, the Company strengthened its approach by creating an Executive Risk Committee, which reviews risk mitigation activities using an Enterprise Risk Management (ERM) framework. Environmental, social and governance-related risks are included in this process. The Executive Risk Committee, chaired by the MD & CEO and including all members of the Executive Committee, is

responsible for conducting a quarterly risk review as well as identifying emerging risks. With every new risk, a risk owner is identified and made accountable for monitoring and identifying strategies for risk mitigation. The Enterprise Risk Management framework is detailed in the Annual Report 2021-22.

<https://annualreport.syngeneintl.com/pdf/Syngene-Annual-Report-2021-22-.pdf>

<sup>3</sup> GRI 2-9

<sup>4</sup> GRI 2-12, 2-13, 2-14

CHAPTER

# 08

# Stakeholder engagement



The Company is committed to engagement with stakeholders in order to understand their perspectives as we craft our strategies with a view to delivering long-term value for all. This commitment applies to the delivery of our ESG strategy just as it applies to other business activities.





In 2021, the Company conducted its first ESG materiality assessment using a six-step stakeholder engagement and materiality assessment process to collect and review stakeholder feedback. Each step of the process was based on guidance from the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the AA1000 Stakeholder Engagement Standard (AA1000SES).<sup>1</sup>



<sup>1</sup> GRI 3-1



**ESG priorities<sup>2</sup>**

Eleven stakeholder groups identified material issues associated with the current business operations. With these in mind, the Executive ESG Council identified the following priority ESG topics which were endorsed by the Board and form part of the Company growth strategy.



<sup>2</sup> GRI 3-2

**Key stakeholders<sup>3</sup>**

Syngene interacts with each stakeholder group periodically through face-to-face meetings, participation in industry events and forums, feedback sessions, capacity building and training events.

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



<sup>3</sup> GRI 3-1



Stakeholder	Channel for communication	Nature of communication
<b>Media</b>	Corporate Communications handles all communication with the media directly or through a specialist consultancy.	Quarterly business briefings are undertaken for business media wanting to cover the financial results. Individual engagement with trade media during the quarter provides an opportunity to showcase scientific achievements.
<b>Employees</b>	Employees have various options for engaging with each other and their managers including quarterly townhalls, COO weekly coffee chats, and townhalls. Employees can approach the Human Resources (HR) team for support or use the HR chatbot for personal matters.	Employees are invited to submit questions before every town hall and questions are answered either in the town hall or later on the intranet. Managers are expected to engage with their team members regularly. They also conduct a full year and mid-year performance review for each team member. The HR team provides support where needed to resolve personal difficulties in the workplace.
<b>Investors/shareholders</b>	The Investor Relations team conducts a series of meetings with analysts and investors throughout the year. Shareholders can engage with the Company through the Company Secretary at any time and at the Annual General Meeting.	Quarterly briefings are held for analysts and investors, hosted by the MD & CEO and the CFO. Aside from these meetings, investors can request meetings with the Company at any time. An account of all meetings is provided quarterly to the Stakeholder Relationship and ESG Committee.  The Annual General Meeting in July 2022 was held virtually due to the pandemic. Nonetheless, shareholders were able to ask questions directly to the Chairperson and other members of the Board.
<b>Quality stakeholders</b>	Engagement with these stakeholders is usually in the context of a virtual or physical audit of Company operations.	The Chief Quality Officer leads the engagement with all regulatory authorities on behalf of the Company. The engagement is organized according to the needs of the regulator.

Annexure I

# SASB Disclosure Index

Topic		Unit	Page reference
<b>Sustainability disclosure topics &amp; accounting metrics</b>			
Data Security	Description of approach to identifying and addressing data security risks		Operating Responsibly, Pg. 43
	Description of policies and practices relating to collection, usage, and retention of customer information		Operating Responsibly, Pg. 43
	a) Number of data breaches b) Percentage involving customers confidential business information (CBI) or personally identifiable information (PII) c) Number of customers affected	a) NIL b) % c) NIL	Operating responsibly Pg. 43
Workforce diversity and engagement	Percentage of gender and racial/ethnic <sup>1</sup> group representation for a) Executive management b) All other employees	a) 22% gender only b) 27% gender only	Empowering Employees, Pg. 29
	Voluntary and involuntary turnover rate for employees	Rate	BRSR, Pg. 134 <sup>2</sup>
	Employee engagement as a percentage		This has not been reported
Professional integrity	Description of approach to ensuring professional integrity		Corporate Governance, Pg. 46
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	NIL	BRSR, Pg. 140 <sup>2</sup>
<b>Activity</b>			
<b>Activity metrics</b>			
Number of employees by	a) Full time and part-time (GRI classification: permanent employees)	a) 5,975 FTE	GRI Data Sheet, Pg. 58
	b) Temporary (GRI classification: non-permanent employees)	b) 337 FTE	
	c) Contract (GRI classification: workers)	c) 862 FTE	
Employee hours worked		Hours	This has not been reported

<sup>1</sup> Racial/ethnic group is not tracked in the Company

<sup>2</sup> Annual Report 2021-22

## Annexure II

## GRI Index

GRI standard	Disclosure	Report/Section Name		Page number
<b>General Disclosures 2021</b>				
2-1	Organizational Details	About Syngene	●	6-11
2-2	Entities included in the organization's sustainability reporting	About the Report	●	1
2-3	Reporting period, frequency and contact point	About the Report	●	1
2-4	Restatements of information	About the Report	●	1
2-5	External Assurance			NA
2-6	Activities, value chain and other business relationships	About Syngene	●	10, 11
2-7	Employees	Business Responsibility and Sustainability Report 2021-22	●	131
2-8	Workers who are not employees	Business Responsibility and Sustainability Report 2021-22	●	131
2-9	Governance Structure and Composition	Corporate Governance	●	46, 47
		Annual Report 2021-22		98-100
2-10	Nomination and selection of the highest governing body	Annual Report 2021-22		101
2-11	Chair of the highest governance body	Annual Report 2021-22		98
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	●	47
		Annual Report 2021-22		112-114
2-13	Delegation of responsibility for managing impacts	Corporate Governance	●	47
		Annual Report 2021-22		112-114
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance	●	47
		Annual Report 2021-22		112-114
2-15	Conflicts of Interest	Business Responsibility and Sustainability Report 2021-22	●	141
2-16	Communication of Critical Concerns	Annual Report 2021-22		101-102
2-17	Collective knowledge of the highest governance body	Annual Report 2021-22		107
		Business Responsibility and Sustainability Report 2021-22	●	140
2-18	Evaluation of the performance of the highest governance body	Annual Report 2021-22		108
2-19	Remuneration policies	Annual Report 2021-22		116-119
2-20	Process to determine remuneration	Annual Report 2021-22		118
3-1	Process to determine material topics	Stakeholder Engagement	●	50-51
3-2	List of material topics	Stakeholder Engagement	●	51
3-3	Management of material topics	Business Responsibility and Sustainability Report 2021-22	●	134-135

<b>Energy 2016</b>				
302-1	Energy consumption within the organisation	Business Responsibility and Sustainability Report 2021-22	●	152
302-3	Energy Intensity	Business Responsibility and Sustainability Report 2021-22	●	152
302-4	Reduction of energy consumption	Environment	●	14
		GRI Data Sheet	●	58-59

● Annual Report 2022 / BRSR

● ESG Report 2021-22



GRI standard	Disclosure	Report/Section Name		Page number
<b>Water and Effluents 2018</b>				
303-3	Water Withdrawal	Environment	●	15, 58
		Business Responsibility and Sustainability Report 2021-22	●	153
<b>Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	Business Responsibility and Sustainability Report 2021-22	●	154
305-2	Energy indirect (Scope 2) GHG emissions	Business Responsibility and Sustainability Report 2021-22	●	154
305-4	GHG emissions intensity	Business Responsibility and Sustainability Report 2021-22	●	154
305-5	Reduction of GHG emissions	Environment	●	14-15
		GRI Data Sheet	●	59
305-6	Emissions of ozone-depleting substances (ODS)	Business Responsibility and Sustainability Report 2021-22	●	153
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Business Responsibility and Sustainability Report 2021-22	●	153
<b>Waste 2020</b>				
306-1	Waste generation and significant waste-related impacts	GRI Data Sheet	●	59
<b>Supplier Environmental Assessment 2016</b>				
308-1	New suppliers that were screened using environmental criteria	GRI Data Sheet	●	59
308-2	Negative environmental impacts in the supply chain and actions taken	GRI Data Sheet	●	59
<b>Employment 2016</b>				
401-1	New employee hires and turnover	Empowering Employees	●	27
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Empowering Employees	●	27
401-3	Parental Leave	Empowering Employees	●	28
<b>Occupational Health and Safety 2018</b>				
403-1	Occupational health and safety management system	Safety at Work	●	20
403-2	Hazard identification, risk assessment, and incident investigation	Safety at Work	●	19
403-3	Occupational health services	Safety at Work	●	20
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety at Work	●	20-21
403-5	Worker training on occupational health and safety	Safety at Work	●	20
403-6	Promotion of worker health	Safety at Work	●	22
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety at Work	●	22
403-8	Workers covered by an occupational health and safety management system	Safety at Work	●	19, 60

● Annual Report 2022 / BRSR

● ESG Report 2021-22

GRI standard	Disclosure	Report/Section Name	Page number
<b>Training and Education 2016</b>			
404-1	Average hours of training per year per employee	GRI Data Sheet	61
404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Employees	30
404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Employees	30
<b>Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Corporate Governance	46
		Empowering Employees	26, 29
		GRI Data Sheet	58-61
		Annual Report	101
<b>Child Labor 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	GRI Data Sheet	61
<b>Forced or Compulsory Labor 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or involuntary labor	GRI Data Sheet	61
<b>Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	GRI Data Sheet	61
414-2	Negative social impacts in the supply chain and actions taken	GRI Data Sheet	61

● Annual Report 2022 / BRSR      ● ESG Report 2021-22

Annexure III

# GRI Data Sheet

## GENERAL INFORMATION

GRI	Disclosure	Unit	2021-22	2020-21
<b>GRI 2: General Disclosures 2021</b>				
<b>2-6</b>	Activities, value chain and other business relationships			
	Total suppliers	Numbers	2,819	2,842
	Total tier-1 suppliers	Numbers	2,819	2,842
	Critical tier-1 suppliers	Numbers	899	783
	Critical non-tier-1 suppliers	Numbers	0	0
	MSMEs/small producers	Numbers	1,248	1,084
	Within the district and neighbouring districts	Numbers	953 (within Bangalore) 129 (rest of Karnataka)	894 (within Bangalore) 121 (rest of Karnataka)
	Marginalized/vulnerable groups	Numbers	12	10
<b>2-7</b>	Employees			
	Permanent employees (male)	%	73	75
	Permanent employees (female)	%	27	25
	Total permanent employees	FTE	5,975	5,670
	Non-permanent employees (male)	%	67	
	Non-permanent employees (female)	%	33	
	Total non-permanent employees	FTE	337	
<b>2-8</b>	Workers who are not employees			
	Total workers (male)	%	80	
	Total workers (female)	%	20	
	Total permanent workers	FTE	862	

## 300 SERIES: ENVIRONMENT

<b>GRI 302: Energy 2016</b>				
<b>302-1</b>	Energy consumption within the organization			
	Direct energy consumption	KWh	1,183,300	715,705
	Indirect energy consumption	KWh	85,239,079	75,909,155
	% of renewable energy procured as a proportion of total energy procured	%	86 <sup>#</sup>	83
<b>302-3</b>	Energy intensity	Ratio*	0.0033	0.0035
<b>302-4</b>	Reduction of energy consumption as a result of efficiency measures	KWh	1,990,000	550,190

\*Ratio: Total energy consumption (KWh) [excluding LPG/diesel] ÷ Annual turnover for 2021-22 (INR)

<sup>#</sup>Total 86% purchased by Syngene. 77% of renewable energy utilised by Syngene International Limited and 9% utilised by Biocon Biologics Limited.

<b>GRI 303: Water and Effluents 2018</b>				
<b>303-3</b>	Water withdrawal			
	Total water usage	KL	171,034	146,747
	Total water recycled or reused	KL	34,271	21,291
	Recycled/Reused water as a percentage of total water withdrawal	%	20	15



GRI	Disclosure	Unit	2021-22	2020-21
<b>GRI 305: Emissions 2016</b>				
<b>305-1</b>	Direct (Scope 1) GHG emissions	tCO <sub>2</sub>	1,795**	670
<b>305-2</b>	Indirect (Scope 2) GHG emissions	tCO <sub>2</sub>	9,162	12,038
<b>305-4</b>	GHG emissions intensity	Ratio*	0.000000421	0.000000583
<b>305-5</b>	Reduction of GHG emissions as a result of efficiency measures	tCO <sub>2</sub> e	59,749	53,280

\*Ratio: (Scope 1 + Scope 2) ÷ Annual Turnover

\*\*Refer to page 15 for further information

<b>GRI 306: Waste 2020</b>				
<b>306-1</b>	Waste generation and significant waste-related impacts			
	Total waste generated	Tonnes	3,030	1,959
	Total waste recycled	Tonnes	2,791	1,563
	% waste recycled	%	92	80

<b>GRI 308: Supplier Environmental Assessment 2016</b>				
<b>308-1</b>	New suppliers that were screened using environmental criteria	Number	24	
<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken			
	Number of existing suppliers that were assessed using environmental criteria	Number	276	
	Number of suppliers identified as having significant actual and potential negative environmental impacts within their supply chain	Number	19 vendors (Environmental score <=23)#	
	Number of suppliers with agreed corrective actions/improvements due to their significant actual and potential negative environmental impacts	Number	10	
	Number of suppliers whose contracts were terminated due to significant actual and potential negative environmental impacts.	Number	Nil	

#Syngene uses the Ecovadis Supplier ESG Assessment Framework to identify high risk suppliers. For 2021-22, all suppliers which scored below the threshold score of 23 have been identified as High Risk.

GRI	Disclosure	Unit	2021-22	2020-21
<b>400 SERIES: SOCIAL</b>				
<b>GRI 401: Employment 2016</b>				
<b>401-1</b>	New employee hires and employee turnover			
	New employee hires	FTE	2,097	1,550
	New hire rate (total)	%	35	27
	Total males hired	FTE	1,376	1,032
	Total females hired	FTE	721	518
	New hire rate (male)	%	32	24
	New hire rate (female)	%	44	36
<b>401-3</b>	Parental leave			
	Rate of return to work that took parental leave (male)	%	100	100
	Retention rates of employees that took parental leave (male)	%	91	68
	Rate of return to work that took parental leave (female)	%	78	83
	Retention rates of employees that took parental leave (female)	%	72	64
<b>GRI 403: Occupational Health and Safety 2018</b>				
<b>403-8</b>	Workers covered by an occupational health and safety management system			
	Covered by occupational health and safety management system (employees & workers)	FTE	6,837	4,835
	Covered by occupational health and safety management system that is internally audited (employees & workers)	FTE	6,837	4,835
	Covered by occupational health and safety management system that has been audited or certified by an external party (employees)	FTE	598	
<b>403-9</b>	Work-related injuries			
	Number of hours worked (employees & workers)	Numbers	14,210,480	11,965,968
	High-consequence work-related injuries (excluding fatalities) (employees & workers)	Numbers	1	2
	Rate of high-consequence work-related injuries (excluding fatalities)		0.01	0.03
	Recordable work-related injuries (employees & workers)	Numbers	83	78
	Rate of recordable work-related injuries		0.04	0.06
	Lost days (employees & workers)	Numbers	1	3
<b>403-10</b>	Work-related ill health			
	Fatalities as a result of work-related ill health (employees & workers)	Numbers	0	1
	Cases of recordable work-related ill health (employees & workers)	Numbers	0	0

GRI	Disclosure	Unit	2021-22	2020-21
<b>GRI 404: Training and Education 2016</b>				
<b>404-1</b>	Average hours of training per year per employee			
	Total hours of training	Hours	716,129	512,080
	Average training hours per employee	Hours	138	94
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews			
	Senior management	%	100	
	Middle management	%	86	
	Junior management/general staff	%	80	
	Total permanent employees	%	81	68
	Total permanent employees who received regular performance and career development (male)	%	82	
	Total permanent employees who received regular performance and career development (female)	%	77	
			<b>Male</b>	<b>Female</b>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
<b>405-1</b>	Permanent	FTE	4,348	1,627
	Senior management	%	89	11
	Middle management	%	86	14
	Junior management/general staff	%	61	39
	Non permanent employees	%	68	32
<b>GRI 408: Child Labor 2016</b>				
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor		NIL	
<b>GRI 409: Forced or Compulsory Labor 2016</b>				
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor		NIL	
<b>GRI 414: Supplier Social Assessment 2016</b>				
<b>414-1</b>	New suppliers that were screened using social criteria	Numbers	24	
	Number of existing suppliers that were assessed using social criteria	Numbers	276	
<b>414-2</b>	Negative social impacts in the supply chain and actions taken			
	Number of suppliers identified as having significant actual and potential negative social impacts within their supply chain	Numbers	6 vendors (Social score <=23)*	
	Number of suppliers who agreed on corrective actions/improvements due to their significant actual and potential negative social impacts	Numbers	10	

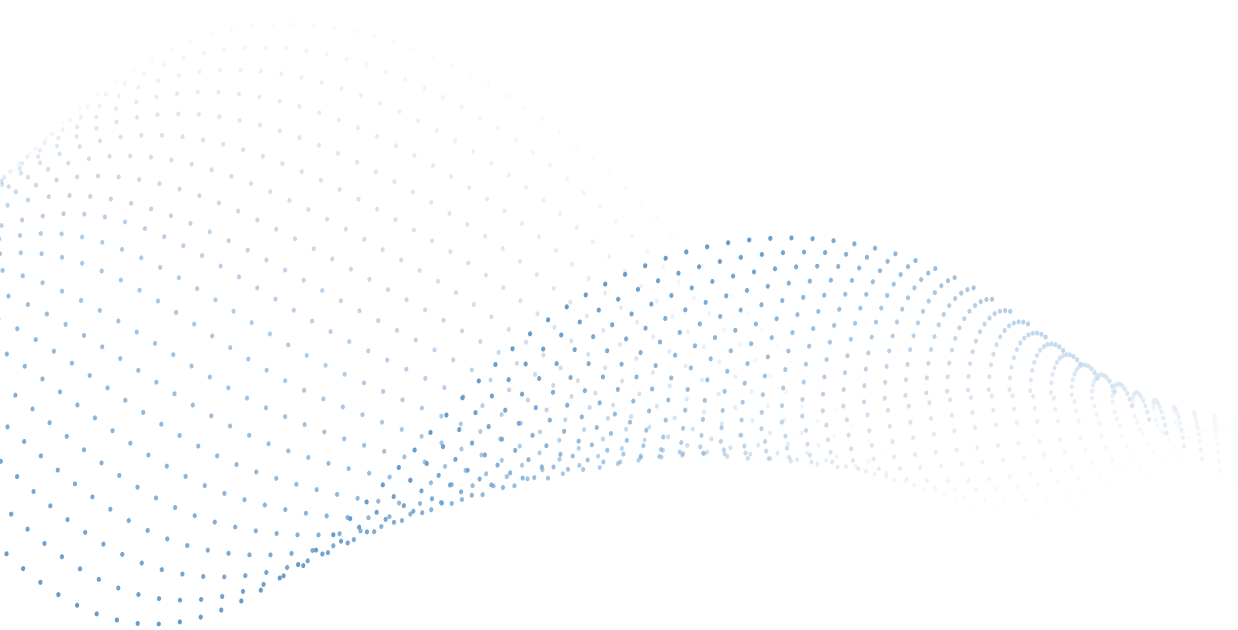
\*Syngene uses the Ecovadis Supplier ESG Assessment Framework to identify high risk suppliers. For 2021-22, all suppliers which scored below the threshold score of 23 have been identified as High Risk..

Annexure IV

# Alignment with the UN Sustainable Development Goals

Goals	Definition & targets	Syngene's contribution
 <p>3 GOOD HEALTH AND WELLBEING</p>	<p>Good health and wellbeing</p> <p>3.2</p> <p>3.3</p> <p>3.4</p>	Pg. 10-11
 <p>5 GENDER EQUALITY</p>	<p>Gender equality</p> <p>5.1</p> <p>5.2</p> <p>5.5</p>	Pg. 26-30
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Clean water and sanitation</p> <p>6.3</p> <p>6.4</p>	Pg. 15
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Decent work and economic growth</p> <p>8.2</p> <p>8.4</p> <p>8.5</p> <p>8.7</p> <p>8.8</p>	Pg. 24-31
 <p>9 INDUSTRY INNOVATION AND INFRASTRUCTURE</p>	<p>Industry, Innovation and Infrastructure</p> <p>9.2</p> <p>9.4</p> <p>9.5</p>	Pg. 13-17
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Responsible consumption and production</p> <p>12.4</p> <p>12.5</p> <p>12.6</p>	Pg. 13-17 & 42
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Partnerships for the goals</p> <p>17.11</p> <p>17.16</p>	Pg. 52-53





***Syngene***

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