



LUPIN

CORPORATE SUSTAINABILITY POLICY



CORPORATE SUSTAINABILITY POLICY

1. Introduction

Lupin is committed to embedding Sustainability and ESG principles into its business operations and supply chain.

We are committed to integrating environment, social and fair principles to fuel our commitment to deliver high-quality, affordable healthcare solutions, enhance the quality of life of our patients and uplift the communities that we serve.

Our aim is to be an industry leader in implementing sustainable business practices mitigating future risks and maximizing opportunities and reducing any adverse environmental, social or economic impact on business or society.

2. Scope

This policy applies to all levels of the organization across Lupin Limited, including our subsidiaries, joint ventures and partners across the value chain.

3. Policy

The policy commits Lupin to-

ENVIRONMENT:

- Take dedicated efforts to **reduce climate change impact** through increased renewable energy usage and reduce energy consumption.
- Take concentrated efforts to reduce scope 1, scope 2, scope 3 GHG emissions and ensure net zero and carbon neutrality as applicable.
- Focus on reducing **carbon emissions across the supply chain**, aligned to the goals of the Paris Agreement and the Science-Based absolute carbon emission reduction target.
- Incorporate **principles of product stewardship** and life cycle assessment by enhancing health, safety, environmental and social impact of products and services across their lifecycles.
- Focus on an **integrated water management approach** that includes investing in water conservation measures, waste-water treatment, water recycling and rainwater harvesting to continually reduce net water consumption and improve ground water levels in communities we operate.
- Promote efficient utilization of natural resources, reduction in pollution, promotion of sustainable packaging and **encourage waste reduction, recycling and circularity**.

- Contribute towards the conservation and preservation of biodiversity as well as the promotion of sustainable business practices, to ensure net positive impact on biodiversity.
- **Collaborate with supply chain partners** who comply with applicable laws and regulations related to deforestation and promote a move towards “no gross deforestation” and “no net deforestation”.
- Comply with all applicable environmental laws across our operations.

SOCIAL:

- Ensure the **safety and well-being of every individual**, which is our utmost priority. To prioritize healthy and safe work environment for our employees, workers, visitors, and customers.
- Provide employees, contractors and workers **access to safe potable water, sanitation and hygiene (WASH)**.
- Foster inclusivity, diversity, and fair treatment in all our operations and **respect human rights of all the stakeholders**.
- Promote fair wages and thrive to ensure living wage across all our employees, contractors, workers and encourage supply chain partners on Living wage.
- Encourage **sustainable sourcing practices** by partnering with environmentally & socially conscious business partners in our value chain.
- **Collaborate with our suppliers**, providing them with support and guidance and monitoring of their ESG performance as they embark on their own journey towards establishing a sustainable supply chain.

GOVERNANCE:

- Ensure **transparency, accountability, and ethical conduct** across all levels of the organization.
- Carry out a systematic materiality assessment to identify important ESG topics of relevance to business and stakeholders.
- Collaborate as appropriate with internal and external stakeholders, institutions, non-governmental organizations, private entities, local communities and industry bodies to **promote and advance Sustainability and ESG stewardship initiatives**.
- Contribute to policy advocacy and thought leadership on Sustainability.
- Monitor, Measure and Report transparently on our Sustainability and ESG goals annually in **alignment with national and international reporting frameworks and compliance requirements**.
- Commit to **ethical marketing, advertising, and sales practices** as per local requirements and compliance needs. We commit to provide and ensure accurate information about Lupin’s products and services and foster an open dialogue to ensure ethical interaction with customers, consumers and health care professionals.
- Support the United Nations 2030 Agenda for Sustainable Development and its **Sustainable Development Goals (SDGs)** as well as the principles of the **UN Global Compact** in the areas of human rights, labor regulations, environment, and anti-corruption and other relevant global commitments on Sustainability and ESG.
- **Train and create awareness** among our employees and workforce, supply chain partners and community on Sustainability and ESG.
- Ensure **complete compliance with all legal requirements** where the company operates.

4. Implementation

This Sustainability Policy is implemented through several publicly communicated Lupin Policies, Code of Conduct, Commitment Statement and ESG Goals.

Details of all other Sustainability linked policies can be found at:

<https://www.lupin.com/investors/policies/>

This policy should be read in conjunction with the policies and procedures as detailed in the above link.

5. Governance and oversight

5.1 Board of Directors:

The Board of Directors of the company are responsible for ensuring the alignment and embedding of Sustainability initiatives into the company's long-term vision.

5.2 Sustainability and Corporate Social Responsibility Committee ('SCSR Committee'):

The SCSR Committee constituted by the Board of Directors helps to enhance the focus on the ESG and sustainability agenda. The Sustainability and Corporate Social Responsibility (SCSR) Committee of the Board reviews the Sustainability performance periodically and provides strategic guidance.

The Committee is inter-alia responsible for the following:

- a) To formulate and recommend to the Board, a Sustainability Policy inter alia covering Environment, Social and Governance ('ESG') principles and to recommend appropriate changes / modifications to the policy, from time to time.
- b) To review performance on Sustainability goals, targets and strategy and provide guidance to achieve the same.
- c) To review and recommend the Annual Sustainability Report to the Board.

5.3 ESG Core Committee:

At the Corporate level, the ESG Core Committee (Comprising of Managing Director, Global CFO, CTOO, and President HR) oversees the progress of ESG and sustainability agenda and ensures implementation and adherence. The ESG Core Committee regularly monitors and tracks the Sustainability performance across the organization. The Committee oversees the implementation and management of risks, including the achievement of sustainability goals.

The ESG Core Committee periodically reviews the policy to ensure its effectiveness and recommend any such revisions to the Board for its approval.

The ESG Core Committee identifies relevant, and material sustainability issues and develops a comprehensive sustainability strategy with goals, targets, mitigation and adaptation action plans to address them under the aegis of the board committee - Sustainability and Corporate Social Responsibility (SCSR) Committee.

At the Business/Function level, the Sustainability Champions are nominated who are drawn from corporate functions like Finance & ESG, Supply Chain, Technical, ESH, R&D, Corporate Communications, Human Resources to drive the implementation of Sustainability Goals across the organization at an operational level. The Sustainability Champions report the progress of sustainability goals to the ESG Core Committee on a regular basis.

This Corporate Sustainability Policy is approved by Managing Director, who is a member of the ESG Core Committee and is also a member of Board of Directors.

6. Budgeting

All expenditures related to Sustainability will follow regular budgeting and expenditure processes as per the company process and system. The ESG Core Committee is responsible for obtaining budgets approved for central projects and ensuring expenditure with budgetary control.

7. Reporting

The progress on Sustainability goals, actions and other initiatives shall be reported to the SCSR committee during the planned board meetings.

The SCSR Committee shall provide an annual update to the Board and details of progress on various sustainability initiatives may be published in the Annual report / BRSR Report/ Integrated Report, wherever relevant.

Document History

Approved by	Board of Directors
Version 1.0	February 11, 2025