

**Syngene**

Putting Science to Work

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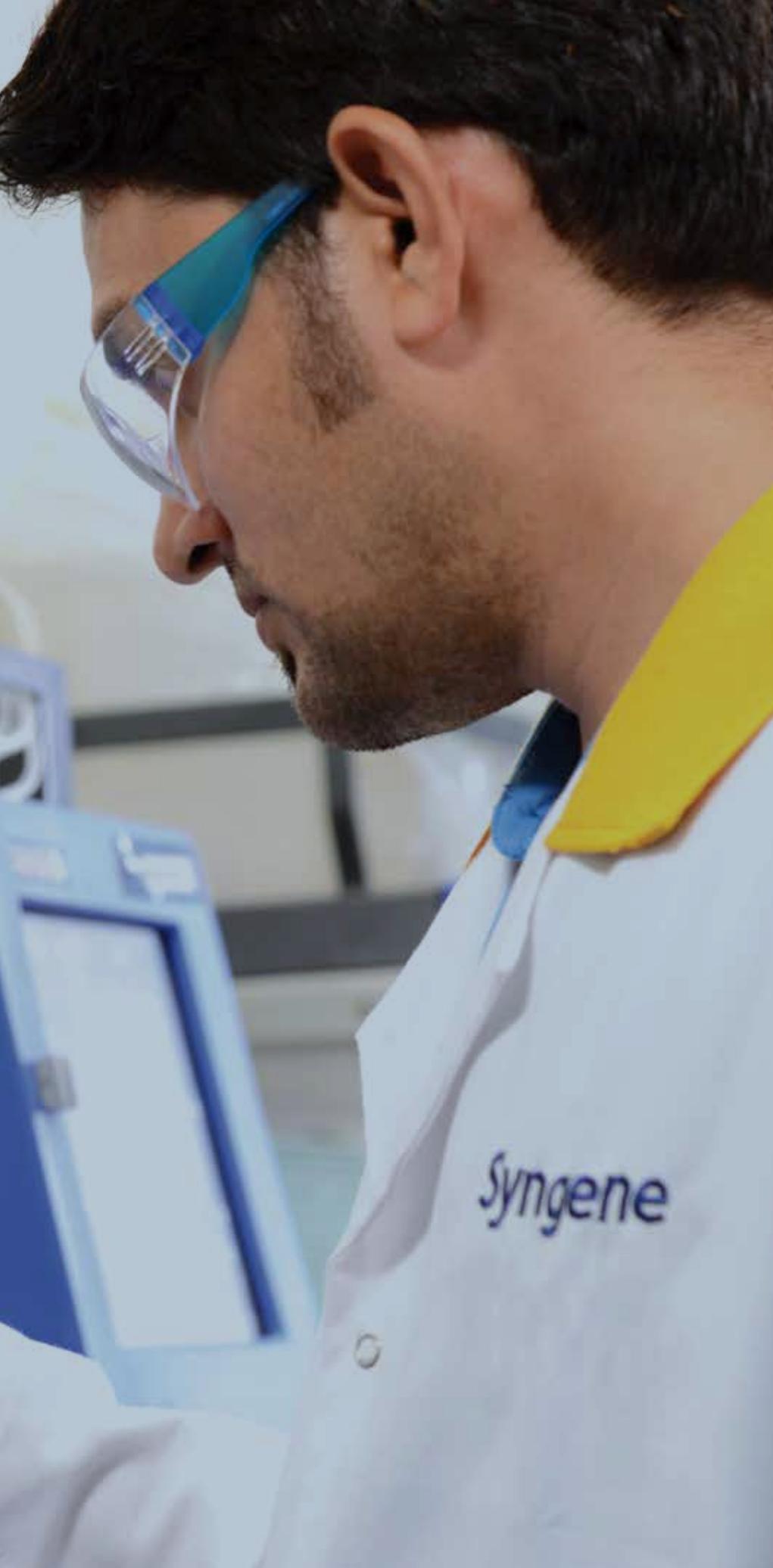
**Syngene  
Environment,  
Social, Governance  
Summary Report 2020-21**

THE HYL ACE

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ISSUE





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Note:

FY20 - April 2019 to March 2020

FY21 - April 2020 to March 2021

We believe all metrics in the report to be a fair representation of our operations. They will be further verified prior to the publication of a detailed report later this year.

# One aim: responsible business growth



## Message from our Managing Director and CEO Jonathan Hunt

Syngene's strategic intent is to build an integrated research, development and manufacturing services organization serving clients around the world in the global pharmaceutical, biotechnology, nutrition, animal health, consumer goods and specialty chemicals sectors.

We aim to deliver services to meet the requirements of all clients and regulators while also being a responsible employer and a good corporate citizen. We are committed to optimizing our operations to limit our environmental footprint and find solutions that ensure the value of our research is not offset by the human and environmental impact of the materials we use and the way we use them.

The value that we bring to society is expressed first and foremost through the skills of our scientists whose work results in newer, safer and more effective products, whether they are medicines, diagnostics, vaccines, industrial chemicals or consumer products. Our know-how, experience and dedication to global quality standards mean that the work we do improves peoples' lives all over the world.

We also create value for our employees by implementing sound employment practices and providing learning and development opportunities to all. Our business is driven by the knowledge and skills of our employees and investing in the learning and development of our workforce is a key differentiator.

By building strong and capable leaders, who plan for the future while keeping the planet and the challenges of society in mind, we have developed a sustainable growth trajectory for the Company. We invest in our employees at each level of management by ensuring a safe and motivating place to work, providing training on the latest technologies and how to leverage them, providing leadership development opportunities and providing assistance to those who need to improve their language and communication skills. This focus has earned us recognition as a Great Place to Work® in FY21.

We deliver value to the communities in which we operate in Bangalore, Hyderabad and Mangalore in India. In addition to offering skilled and unskilled employment opportunities, we are committed to adding value to local communities by sourcing a significant portion of the materials that we need in our offices from local vendors. This also reduces the transportation burden. We also give back to the community through structured Corporate Social Responsibility (CSR) programs focusing on health, education and environmental concerns.

We actively monitor and manage the environmental, societal and governance aspects of our business, to ensure that we deliver our services responsibly while also managing the risks inherent in a research-oriented business.

The publication of the first ESG summary report is an initial step towards delivering a transparent account of our progress on both financial and non-financial parameters.

# ESG performance snapshot FY21

## Environmental sustainability

**21%**

(21,290 KL)  
**reduction in freshwater usage**  
(vs. FY20)

**4,000+** sq. ft.

**dedicated facility for triage and waste management commissioned**

**62** million kWh

**of energy savings via operational efficiency**  
(vs. FY20)

## Corporate citizenship

**Rs. 66** million  
(USD 0.89 million)  
**spent on CSR initiatives**

**36,000+**

**patients accessed Syngene supported health services**

**1,400+**

**consultations provided through non-communicable disease camps**

## Employees

**24%**

**of all employees are women**

**100+**

**hours of training per employee per year - learning and development opportunities provided for all employees**

## Governance

**Risk management process refreshed and approved by the Board**

**External Board and Board member evaluation conducted**

**Roles of Chairperson and Managing Director split from April 1, 2020**

**Data privacy office established**

## Addressing COVID-19 through partnerships

**Collaborated with Center for Cellular and Molecular Biology to develop a high-throughput genomic screening assay based on Next Generation Sequencing that can evaluate 5,000-10,000 samples at once**

**Partnered with Mylab Discovery Services to produce and deliver oligonucleotides (primers and probes) for their testing kit**

**Partnered with HiMedia Laboratories to manufacture and distribute an Immunoglobulin G (IgG) based ELISA test kit for COVID-19**

**Collaborated with Sosei Heptares on a program focused on the design and development of compounds for the treatment of infection from SARS-CoV-2 and related coronaviruses**

# Safeguarding the environment



We take our role in protecting the environment seriously and aim to contribute to a cleaner and greener future by actively managing our environmental footprint. This commitment has translated into tangible results and reinforces our

determination to deliver growth in an environmentally sustainable manner.

## **Environmental governance**

Sustaining economic growth while preserving the environment has always been critical for us. We are

committed to seeking new practices and technologies to ensure efficient and optimal use of resources, minimize our impact on the climate, reduce waste generation and reduce use of fresh water, while increasing recycling of waste and water.

We have implemented Environment, Health, Safety and Sustainability (EHSS) policies that improve energy efficiency, reduce greenhouse gas emissions\* (Scope 1 and Scope 2), recover, recycle, reuse and reduce waste, minimize environmental hazards and climate risks and prevent injury and ill-health across all areas of our operations.

We have leveraged the ISO 14001:2015 and ISO 45001:2018 management systems to effectively implement our EHSS policies. Our EHSS systems and processes have been audited and certified by TUV Nord (a globally recognized independent auditor).

**Our environmental footprint**

A better understanding of our environmental footprint helps us identify opportunities to use resources responsibly, thereby enhancing our operational efficiency and saving costs while contributing positively to safeguarding the environment. As is relevant to the nature of our operations, our focus lies on energy use, water, effluent and waste management.

**Energy consumption**

We aim to achieve optimal and responsible usage of energy in our operations. Based on an assessment of our current energy consumption patterns, we have implemented several energy conservation projects in FY21, including:

Switching suppliers to obtain more than 80% of our energy from renewable energy sources such as hydro, solar and wind

Replacing high capacity motors with energy-efficient ones and conventional chillers with new ones based on magnetic levitation technology, which are up to 40% more energy-efficient

Introducing energy-efficient lighting across all our campuses: switching CFL and metal halide lamps with energy-efficient LED lamps in the office and laboratories

This year, we have achieved:

**550,190** kWh  
**unit reductions in power consumption due to energy conservation**  
 (vs. FY20)

**~470** tonnes  
**of carbon dioxide (CO<sub>2</sub>) emissions (Scope 2) reduced**  
 (vs. FY20)

**82%**  
**energy (62 million kWh) sourced from green energy sources resulting in a reduction of ~53,280 tonnes of CO<sub>2</sub> (Scope 2)**  
 (vs. FY20)

\*greenhouse gas emissions are categorized into three groups or 'Scopes' by the most widely-used international accounting tool, the greenhouse gas protocol. Scope 1 covers direct emissions from owned or controlled sources. Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

### Water and effluent

Our operations are dependent on the availability of freshwater. We are conscious of the importance of using water resources judiciously and we achieve this through effective management, recycling and reuse of water.

Our water conservation efforts are being driven by a dedicated team which also undertakes awareness-building initiatives to encourage our employees to utilize water responsibly.

Water used in our facilities comes from groundwater sources, municipal supplies and third-party suppliers. We have previously implemented a range of water conservation projects, including:

- Use of an integrated water management system to use reverse osmosis reject water for cooling towers

- Installation of aerators to regulate and reduce the flow of water from taps
- An active program of leak detection and repair
- Installation of high-pressure water jet pumps to reduce water usage

- Introduction of waterless urinals across all campuses

In FY21, we have introduced rainwater harvesting techniques across Syngene plants to further reduce our dependence on other sources of freshwater.

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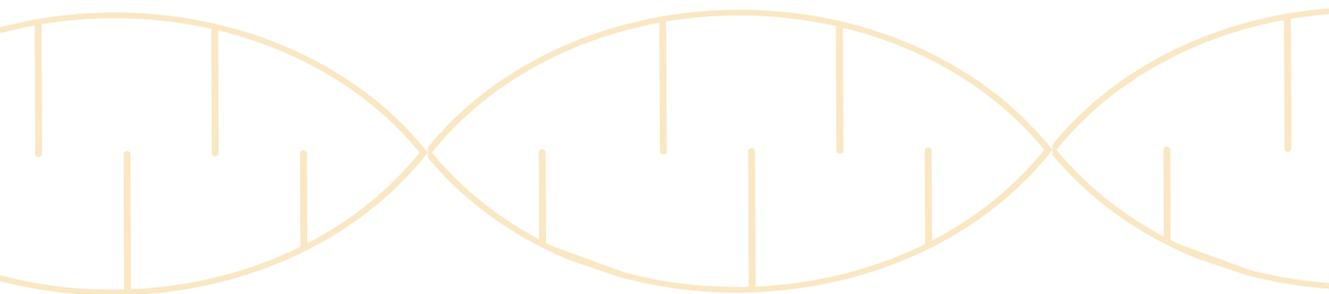
This year, we have achieved:

**21%** (21,290 KL)

**reduction in freshwater use through effective rainwater harvesting and recycling of used water**

**(vs. FY20)**

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**Waste management**

Our operations generate hazardous and non-hazardous waste. We have adopted procedures and processes to ensure that waste is disposed of responsibly and in alignment with the relevant environmental regulations and standards.

We have set up a dedicated center to facilitate responsible waste management. Hazardous waste that cannot be recycled is incinerated to avoid contamination. We also

have a waste storage facility for proper segregation and efficient management of incinerable and recyclable hazardous waste.

The wastewater generated by our research laboratories and manufacturing facilities is transferred to a tertiary effluent treatment plant, where it is processed and recycled for use in utilities and landscaping as mandated by regulations of the pollution control boards.

Some of the waste management projects implemented in the past twelve months include:

<p>Phasing out single-use plastic on our campuses, including waster carrier bags and waste bottles</p>	<p>Replacing plastic bags with biodegradable starch-based bags</p>
<p>Utilizing reusable lids which helps in the reduction of hazardous waste</p>	<p>Hosting specialist training programs for our employees and contractors in the EHSS team on effluent management, environmental monitoring and hazardous waste management</p>

This year, we have achieved:

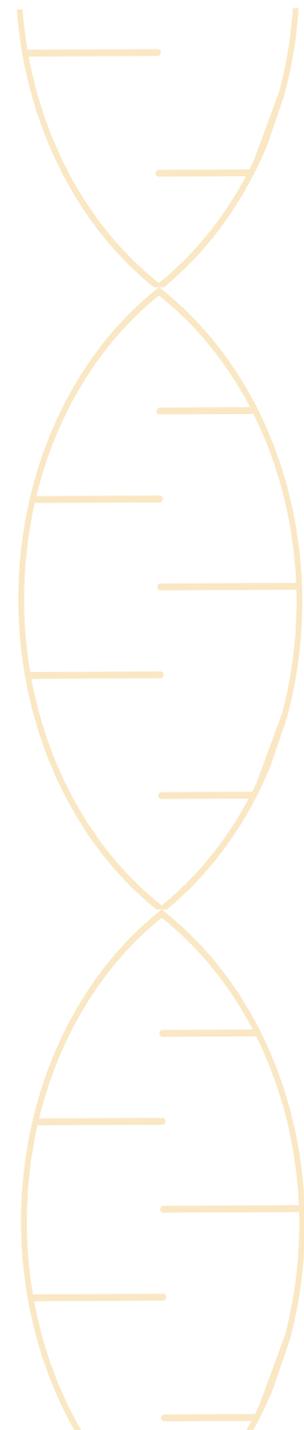
**80%**  
 recycling of hazardous and non-hazardous waste generated from our operations

**15%**  
 safe incineration of waste generated from our operations

**70%**  
 solvent recycling leading to:  
 - Reduction in volume of solvents needed to operate  
 - Reduction in waste solvents  
 - Reduction in cost

**Addressing the climate emergency**

Climate change is one of the most pressing challenges of our time. We are assessing the carbon footprint of our operations. In addition, we are actively engaging with our tier 1 suppliers to achieve emissions reduction in our supply chain.



# Quality



We aim to achieve the highest standards of quality control across our operations. This enables us to deliver world-class research, development and manufacturing services to our clients. With

continuous process improvements, digitalization of core processes, quality system enhancements and rigorous employee training, we are prepared to meet the requirements of regulators and clients at all times.

## **Quality management system**

Syngene is committed to offering research, development and manufacturing services that meet or exceed client expectations. Our unwavering focus on maintaining the highest quality standards has

helped us earn the trust of all our stakeholders. We achieve this by striving for scientific and operational excellence and putting quality standards at the center of our culture.

We comply with regulations and align with globally accepted, policies and processes. Our quality system meet the requirements of the US Food and Drug Administration (USFDA) Code of Federal Regulations Title 21 - part 210 and 211. We have introduced a Quality Management System (QMS) aligned with EU-Good Manufacturing Practice, Organization for Economic Co-operation and Development (OECD) guidelines, New Drugs and Clinical Trials Rules, 2019, ICH Series Guidelines, ISO 9001:2015 and ISO 13485:2016. This approach has enabled us to meet all the essential regulatory requirements at every stage of a project.

To maintain a robust quality system across Syngene, we have an experienced team of Corporate Quality Assurance (CQA) experts. CQA serves as a critical function in implementing policies, GMP updates, advisory on regulatory standards and leading business unit quality teams that are aligned with our operations.

A strategic shift towards digitalization has further strengthened our QMS. We are driving digital transformation in quality assurance and warehouse transactions to enhance data traceability. Multiple initiatives such as the Electronic Quality Management System (EQMS), Electronic Document Management System (EDMS) and

Laboratory Information Management System (LIMS) have helped improve compliance, accountability, traceability and documentation management. The quality control facility for small molecules will be paperless by July 2021, marking another step forward in our digital transformation journey.

**Strong regulatory track record and other accreditations**

Successfully audited by the world’s leading regulators: US FDA, European Medicines Agency and Pharmaceuticals and Medical Devices Agency (PMDA), Japan

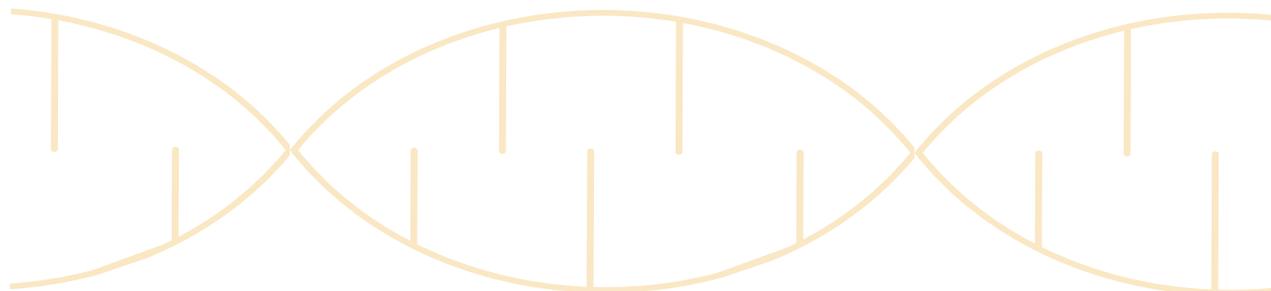
National Accreditation Board for Testing and Calibration Laboratories (NABL, India) accreditation for the safety assessment of medical devices

American Association for Accreditation of Laboratory Animal Care (AAALAC) accreditation for care and use of laboratory animals

GMP manufacturing certificate, audited by the Indian regulatory authority, for our Formulation Center, Chemical Development Center in Bangalore and API manufacturing facility in Mangalore, India

ISO Certificate of Registration for Medical Device Quality Management Systems (ISO 13485:2016) and certificate for quality management systems (ISO 9001:2015)

Good Laboratory Practice (GLP) certification from the National GLP Compliance Monitoring Authority (NGCMA) for our viral testing facility (India’s only GLP accredited viral clearance research service provider)



# Safety



The safety, health and well-being of employees is an utmost priority. Our commitment to health and safety is embedded in every aspect of operations and in every dimension of our continuous improvement journey. Safe working starts with the mindset and awareness of employees and is underpinned by the way we design our workplaces and use them. During the year, there was a fatal incident in

one of our manufacturing facilities in Biocon Park campus when one of our employees was exposed to fumes during a chemical transfer process. A full incident review and root cause analysis was conducted, post which the Company has taken additional measures to further improve and strengthen its safety processes to avoid the occurrence of such an incident. Our aspiration is to reduce

accidents and incidents to a minimum – to fulfill the expectation of every employee to return safely to their family at the end of every working day. In 2019, we implemented a three-year program to increase employee awareness about safety at work, which is a shared responsibility and all employees must play their part just as we play ours.

We have made significant investments across all aspects of our operations to comply with regulatory requirements and to embed world-class safety procedures.

We ensure that every employee has access to the right safety training about their roles and the environment they work in. We emphasize and reinforce safety and occupational health best practices through regular communication and training of our staff. All employees are given role-based training via online and classroom sessions. Incident management, first aid, fire safety and emergency management are a few of the training modules available on the online Learning Management System. Other standard operational trainings include liquid and solid waste handling, fire extinguisher operation and maintenance, process hazard analysis and pyrophoric chemical handling.

In 2019, we committed to a three-year safety awareness program, 'Kavach', in partnership with experienced safety consultants Dupont. The word "Kavach" means armor or shield in Sanskrit and its purpose is to protect the practitioner. The Kavach program, which includes four specialized workstreams, implements safety initiatives and actions for our employees, contract workers, equipment and infrastructure. Employees are introduced to the program during their induction and their safety knowledge is reinforced through weekly safety briefings.

Leveraging the Japanese continuous improvement technique of 'Gemba', a safety Gemba walk concept has been introduced throughout the Company. This approach involves managers spending time with frontline workers to understand

operational and safety concerns that arise in the course of a day's work. Problem-solving and decision-making are rapid and implementation of solutions can be immediate by applying the Gemba technique.

We have established an incident management program to investigate all incidents, perform a root cause analysis and leverage our learnings to take corrective actions to prevent any occurrence of the incident in the future. The learnings from these assessments are also used to create awareness for all employees and educate them to adopt safety procedures before performing similar tasks.

We have implemented an ongoing process of safety performance monitoring and evaluation in monthly executive review meetings to ensure that all significant issues are raised and resolved effectively. We also have safety committees which comprise representatives of each operating unit and their enabling functions, as well as the Occupational Health Center (OHC) doctor. The safety committee meets once every three months to evaluate the safety concerns in operations and discuss the potential mitigation measures.

### Information technology and cybersecurity

All our operations and business processes are supported by interconnected Information Technology (IT) platforms. Syngene was quick to respond to the new operating environment in the wake of the COVID-19 pandemic and we enabled our staff to stay connected remotely.

Our IT infrastructure was upgraded to support real-time virtual audits

by clients and regulatory authorities. In the current pandemic situation, virtual audits ensured the safety of clients and employees, 47 audits were completed during the year: 36 virtual and 11 on site. Through the combined efforts of the Quality and Operational Excellence teams, an integrated and IT-enabled approach has been adopted for Syngene to be "Anytime Audit Ready."

As the shift towards digitalization accelerates, the need for a secure IT architecture to protect digital assets has grown exponentially. Adherence to global best practices and the use of the latest technologies enables the Company to maintain IT systems that are geared to identify and overcome cyber threats and ensure data protection. There are multiple tiers of cyber protection in place as well as measures to protect physical servers. Next generation security platforms based on artificial intelligence and machine learning are being introduced to detect activities that could reveal a security gap or system compromise.

The Data Privacy Office (DPO) was established during the year to ensure compliance with national and international data privacy legislation and to construct a robust and well-established information security framework. The DPO's responsibilities include implementing risk identification and mitigation techniques, planning for data breach response and remediation, developing training and awareness programs and deploying best global data privacy practices. Our data privacy policy has also been revised to comply with international data privacy requirements such as the General Data Protection Regulation (GDPR).

# Our approach to the COVID-19 pandemic



We proactively used our scientific capabilities and specialist knowledge to create a safe working environment for our employees and to ensure business continuity. We leveraged

our unique know-how to make science-led contributions towards the fight against the pandemic while making special efforts to support the community and save lives.

Our three-pronged approach has enabled us to limit operational disruption and establish sustainable working practices on our campuses.

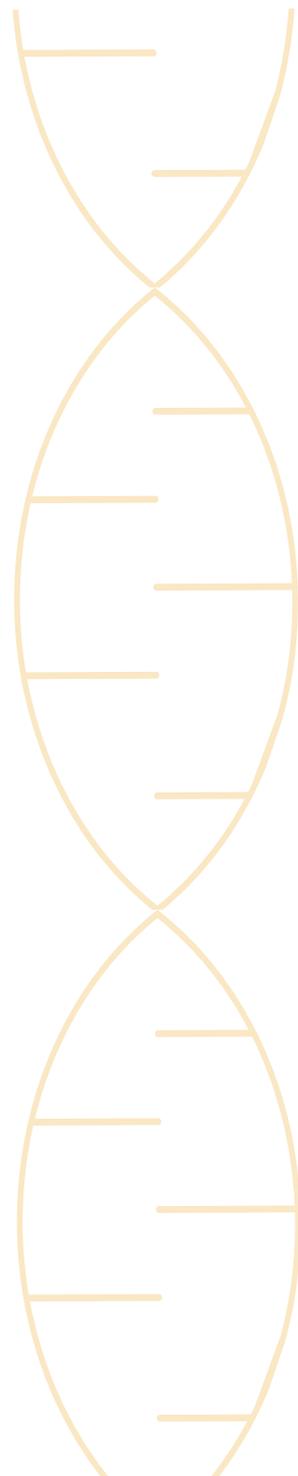
### 1. Protect our employees

While many of our employees have been able to work remotely, our scientists work in specially equipped

laboratories that are essential for their projects. Our commitment to safe working meant that introducing sustainable protocols on our

campuses and in company transport was essential from the earliest days of the pandemic.

#### Our protocols include:



- Distribution of masks and hand sanitizers throughout all our campuses
- Ensuring that all our employees are up to date on the latest news and behavioral norms, including handwashing, mask-wearing and social distancing
- Making the campuses safe by introducing zoning to restrict employee congestion; modifying seating in labs and workplaces to maintain physical distancing; installing satellite canteens in every zone to reduce employee movement; and increasing transport options to make commuting to work safe
- Supporting employees in case of emergency situations and providing quarantine facilities for employees who tested positive
- Implementing shift-based operations to reduce density of employees on site
- Offering counseling to help employees cope with the stress of the pandemic and ensuring their mental wellness
- Proactive COVID-19 testing of employees throughout the year to monitor and manage infection rates
- Free vaccination for employees and their families according to government guidelines

## 2. Ensure business continuity

In the wake of the pandemic, the Company temporarily suspended operations to implement safety measures to protect our employees. Simultaneously, the supply chain management team identified business-critical materials and worked with our regular and alternate vendors to establish continuous raw material supplies. The team also contacted customs and freight forwarders to ensure smooth inbound and outgoing cargo movement nationally and internationally. Additional stocks of crucial raw materials were purchased to minimize short-term supply disruptions and we continue to monitor the impact of any potential delay or disruption on a regular basis.

Our investments in automation and digitalization facilitated remote document management. These

processes also played a crucial role in underpinning successful remote regulatory and client audits during the year. With international travel constrained, our marketing strategy also quickly became technology-led, anchored around online events and conferences.

Most of our enabling functions have moved to the telecommuting model. With secure access to company systems, these functions have adapted to new ways of working with the support of learning and development activities to accelerate the transition. By necessity, we have learned to recruit employees online and integrate them effectively into their new roles. We have also learned to engage with each other in new ways; from small meetings to large events. Our Board holds its meetings virtually and we successfully hosted our first virtual Annual General Meeting last year.

## 3. Supporting our stakeholders and communities

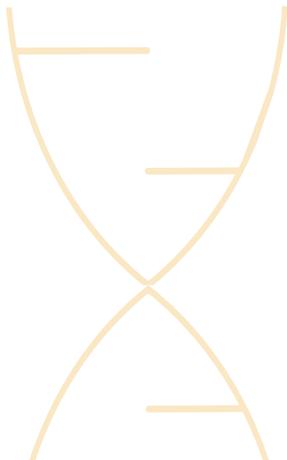
A major contribution towards countering COVID-19 was made by repurposing one of our Bangalore laboratories to process COVID-19 tests using RT-PCR technology. This laboratory was approved by the Indian Council of Medical Research (ICMR) and has processed the highest number of tests compared to other laboratories in the state of Karnataka. We have processed nearly 185,000 tests in FY21 and partnered with over 50 companies to extend testing for their staff. Tests processed for local hospitals in Bangalore were undertaken free-of-charge as a part of our Corporate Social Responsibility program.

We continue to supply reagents for diagnostics and we contribute to the development of COVID-19 therapeutics and vaccines working with our clients around the world.



COVID-19 RT-PCR testing facility

# Employees and culture



Our employee-centric approach to building a responsible business has resulted in increased workforce engagement. Our explicit commitment

to excellence and a culture of learning and development underpin a range of opportunities to build a fulfilling career in science for all employees.

### Engaging our employees

We believe that employee engagement is crucial to building a collaborative and inclusive workplace. To measure the progress of our initiatives and to take continuous feedback, we encourage all our employees across locations to participate in an annual survey. Based on the survey results, we identify gaps and develop targeted initiatives to address areas that require improvement. The success of these programs and our continued focus on employee engagement have culminated in higher levels of employee satisfaction and the achievement of the Great Place to Work® certification.

Employee engagement activities include:

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Let's Talk - Leadership sessions to engage with people managers across the organization in order to understand ground-level challenges

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Syn Pulse - Online platform enabling managers to capture the pulse and engagement of their teams

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SynVibes – A weekly newsletter to keep our employees abreast of the latest developments at Syngene

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Regular HR connect sessions with employees

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Reward and recognition – Immediate recognition through spot awards and peer-to-peer highlights; quarterly awards and annual awards for business achievements; leadership awards for mature and emerging leaders.

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People Managers Forum – a regular discussion forum to foster strong management practices across the Company

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### Employee health and wellness

We know that mental health is critical to good health and well-being. We have established a partnership with 1to1help.net, a platform that provides free counseling and coaching services related to physical and emotional wellness, self-development and other work-related issues. We also conduct employee webinars to provide guidance on various health issues.

During the year, employees also participated in family gratitude events organized to thank families for the support extended to the employees during the unprecedented times of the pandemic.

### Talent development

We are fostering a culture of continuous learning through a range of training and development programs. These programs are designed to provide technical, behavioral and functional skills and equip employees with the leadership and management capabilities to grow within the organization.

Last year, due to the pandemic, we transformed all our training modules by leveraging leading online platforms. We rolled out 32,800 hours of self-learning webinars and instructor-led sessions to our employees.

Our flagship Syngene Training Academy (STA) program, which is designed to help new campus hires transition into a corporate environment, was also revamped to include training on soft skills, functional skills and to provide an understanding of the company values. The success of the program was reflected in FY21 campus hiring which more than trebled over the previous years.

In terms of leadership development, in 2019, we launched Leadership Next, a program for developing competent and effective leaders within the organization. In 2020, a second cohort of leaders joined

the program and benefited from professional support to complete talent assessments and develop personalized individual development plans.

In addition we have initiated a one-to-one mentorship program at one of our units on a pilot basis. This program was established to empower employees to meet their personal and professional development goals. Based on the outcome of this program, we will extend it to all the business units. Other initiatives include technical, behavioral and soft skills trainings to support career development and upskilling of employees.

**Diversity at work**

We believe in the power of diversity and equal opportunities,

where talented employees come together to create value for all our stakeholders. This is reflected in our hiring process, where a declaration on equal employment opportunities is included in every job description. Of the total hires in FY21, our female hiring ratio is 31%.

To support a culture of inclusivity and gender diversity, we are promoting various platforms within the Company to improve retention of women and encourage them to aim for leadership roles. This includes SHE (Speak, Hear, Empower) Talks, a focused group discussion for women employees and the launch of a women’s committee in the Biologics division. These targeted initiatives have helped us to further enhance the participation of women in our workforce. We are in the process of

setting up a Diversity and Inclusion committee to extend Syngene’s diversity and inclusion program.

**Zero tolerance for discrimination**

At Syngene, there is zero tolerance for discrimination or harassment in any form across all aspects of diversity, including race, color, religion, sex, nationality, age, disability, marital status and sexual orientation. All employees at Syngene are required to complete mandatory training on the Code of Ethics which focuses on our approach to inclusion and non-discrimination. In addition to this, we have developed a Prevention of Sexual Harassment policy (POSH) that details the expected workplace conduct.



# Valuing our communities



Syngene pursues its CSR with the same passion as it does scientific research. Promoting social and economic inclusion and environmental responsibility forms the bedrock of our CSR programs. Syngene undertakes majority of its

CSR activities through the Biocon Foundation, the CSR arm of the Biocon Group.

### CSR approach and contribution

Our CSR focus areas have been identified on the basis of the insights

from community engagement and need-based assessment studies. We carefully identify and support CSR programs that create sustainable impact in the areas of primary health care, environmental conservation, education and rural development.

Many of these programs are delivered through the Biocon Foundation in collaboration with the Government and other credible Non-Governmental Organizations (NGO's).

This year, Syngene's CSR contribution was Rs. ~66 million (USD 0.89 million). We allocated Rs. ~56 million (USD 0.75 million) to the community COVID-19 testing and vaccination program. We also contributed via Biocon Foundation to support the Mass Rapid Transit project of Bangalore Metro Rail Corporation Limited.

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**This year, Syngene's CSR contribution was Rs. ~66 million (USD 0.89 million). We allocated Rs. ~56 million (USD 0.75 million) to the community COVID-19 testing and vaccination program.**

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### Continued presence in preventive healthcare

Our preventive healthcare program focuses on improving the health and well-being and increasing the productivity of community members. It covers a range of public health activities focused on the prevention of diseases, promotion of good health and strengthening of healthcare infrastructure.

In 2020, we continued to make steady progress with eLAJ Smart Clinics, a real-time health information system integrated into Primary Health Centers (PHCs) in Karnataka. These clinics were equipped with digital technologies such as electronic patient record systems, which help in effective monitoring, analysis and reporting of diseases on a real-time basis. In the past year alone, 36,000 patients used these services.

We also funded 19 health camps offering screening for non-communicable diseases. Ten geriatric camps catered specifically for the elderly with issues related to diabetes, hypertension, common cancers and comorbidities. Overall, in 2020, our health programs directly benefited over 37,000 patients through diagnosis and treatment. Moving forward, we are working to expand our programs to reach more underserved communities.

### Reducing the digital divide in education

Despite school closures due to the pandemic, we continued to support various government school students with a range of technological solutions to empower remote learning. One of our solutions was Explore, Play and Learn (EPL), a digital e-learning platform for students in rural areas to enhance self-learning and self-exploration skills. In its first year, the program was able to benefit over 1,600 students from 14 government schools with over 416,000 virtual and 6,000 face-to-face exposures, respectively. Overall, these programs were able to bring about positive behavioral changes in young students.

### Improving the quality of the environment

During the year, the Company contributed towards the Mass Rapid Transit project of Bangalore Metro Rail Corporation Limited. This funding is intended to support the city administration to increase the accessibility, affordability and efficiency of the public transport infrastructure and contribute to sustainable urban development of the city. The metro rail infrastructure will serve the needs of the community and function as an efficient rapid transit system which will reduce the number of private cars on the road, resulting in the reduction of harmful emissions and improvement in air quality.

# Partnering for the future



Our responsibility extends beyond our business operations to include our supply chain partners on whom we rely for the uninterrupted supply of critical goods and services. By sharing our operating standards, safety requirements and code of conduct, we secure our own needs while also raising the operating standards of partner companies.

## **Our approach to supply chain sustainability**

Our supply chain partners support us in realizing our goal to deliver high quality services to our clients. We seek to control the environmental and social impact beyond our own operations and have a track record of mitigating supply chain risks by working closely with our suppliers.

We have automated several of our existing systems, in order to manage our raw material consumption efficiently, reduce waste management and tighten our overall supply chain. These include e-procurement, automated shipment track and trace and robotic process automation. We have also integrated the National Securities Depository Limited (NSDL)

portal with SAP, our data processing and information flow platform and initiated the digital signing of invoices to ease business processes. This gives us better visibility through the supply chain and allows for improved real-time management.

To build a resilient supply chain, Syngene has introduced a new purchase manual that lays out an effective, dynamic and practical approach to procuring a wide array of materials, assets and services. This facilitates the smooth and efficient functioning of client projects, as well as the day-to-day functioning of enabling functions.

Syngene has also constituted a Purchase Committee, responsible

for the fair and successful outcome of the vendor evaluation process prior to procurement. The Purchase Committee includes members from multiple functions who provide an independent perspective in order to identify the most appropriate supplier or service provider based on quality, compliance, performance, reputation, references and so on.

**Supplier Code of Conduct**

We have established the Supplier Code of Conduct to reflect the core values of our Company and set out the standards of ethical behavior expected from our supply chain partners.

The Supplier Code of Conduct is a commitment to building trust-based business relationships that create

shared values. The code is applicable to all suppliers, vendors and service providers. By strictly observing and complying with the code, our supply chain partners become part of our commitment to foster a culture of honesty, integrity and accountability.

Syngene’s robust company-level policies, such as the Anti-Bribery and Anti-Corruption Policy, set guidelines for the prevention and mitigation of bribery and corruption-related risks. These policies reflect our organizational responsibilities and ensure that all the interactions with the Company’s stakeholders and other third parties are conducted transparently and fairly.

The expectations are clearly articulated under the pillars of Environment, Social and Governance within our Supplier of Code Conduct.

<div style="background-color: #f4a460; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: space-between;"> <span style="font-weight: bold; color: white;">Environment</span> </div> <ul style="list-style-type: none"> <li>• Waste and emissions management</li> <li>• Resource conservation and climate protection</li> <li>• Compliance with legal and regulatory requirements</li> </ul>	<div style="background-color: #f4a460; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: space-between;"> <span style="font-weight: bold; color: white;">Social</span> </div> <p><b>Labor and human rights</b></p> <ul style="list-style-type: none"> <li>• Child labor prevention</li> <li>• Anti-discrimination</li> <li>• Termination of employment</li> <li>• Fair treatment</li> <li>• Employment policy</li> <li>• Wages, working hour and benefits</li> </ul> <p><b>Health and safety</b></p> <ul style="list-style-type: none"> <li>• Workers health and safety protection</li> <li>• Protection from chemical exposure</li> <li>• Response to emergency</li> <li>• Process safety</li> <li>• Social security</li> </ul>	<div style="background-color: #f4a460; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: space-between;"> <span style="font-weight: bold; color: white;">Governance</span> </div> <p><b>Ethics</b></p> <ul style="list-style-type: none"> <li>• Business integrity</li> <li>• Fair competition</li> <li>• Privacy and intellectual property</li> <li>• Whistleblower protection and anonymous complaints</li> </ul> <p><b>Management systems</b></p> <ul style="list-style-type: none"> <li>• Risk management</li> <li>• Documentation</li> <li>• Training and competency</li> <li>• Audits and assessments</li> <li>• Bribery and corruption</li> </ul>
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## The beginning of the journey

We hope that this report has given you a snapshot of the way that we approach ESG across key dimensions of our business. We will publish an extended version of this report later in the year, including the data that underpins our endeavors.

As this is our first summary ESG report, we welcome all comments from interested stakeholders and invite you to raise them through our website ([www.syngeneintl.com](http://www.syngeneintl.com)). We recognize that transparent reporting may demand data that we do not currently collect and a new level of focus on topics of interest to our stakeholders, so your feedback is valuable.

In the coming year, we will be taking important steps to build clear

governance for our ESG reporting so that it gets the same level of scrutiny as other business metrics. We will also be conducting an Environment, Social and Governance assessment to get feedback from a range of stakeholders on their areas of interest. This assessment will guide the structure of our reporting in future.

One of the great advantages that we have as we embark on this journey is our workforce. Great scientists are people who think laterally and are not afraid to design new ways of solving old problems. With this resource in-house, we have everything we need to make progress in the months and years to come. We look forward to reporting our progress in next year's report.





# *Syngene*

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Syngene International Ltd. (BSE: 539268, NSE: SYNGENE, ISIN: INE398R01022), is an integrated research, development and manufacturing services company serving the global pharmaceutical, biotechnology, nutrition, animal health, consumer goods and specialty chemical sectors. Syngene's scientists offer both skills and the capacity to deliver great science, robust data management and IP security and quality manufacturing at speed, to improve time-to-market and lower the cost of innovation. With a combination of dedicated research facilities for Amgen, Baxter, Bristol-Myers Squibb and Herbalife, as well as 2 Mn sq. ft of specialist discovery, development and manufacturing facilities, Syngene works with biotech companies pursuing leading-edge science as well as multinationals, including GSK and Merck KGaA.