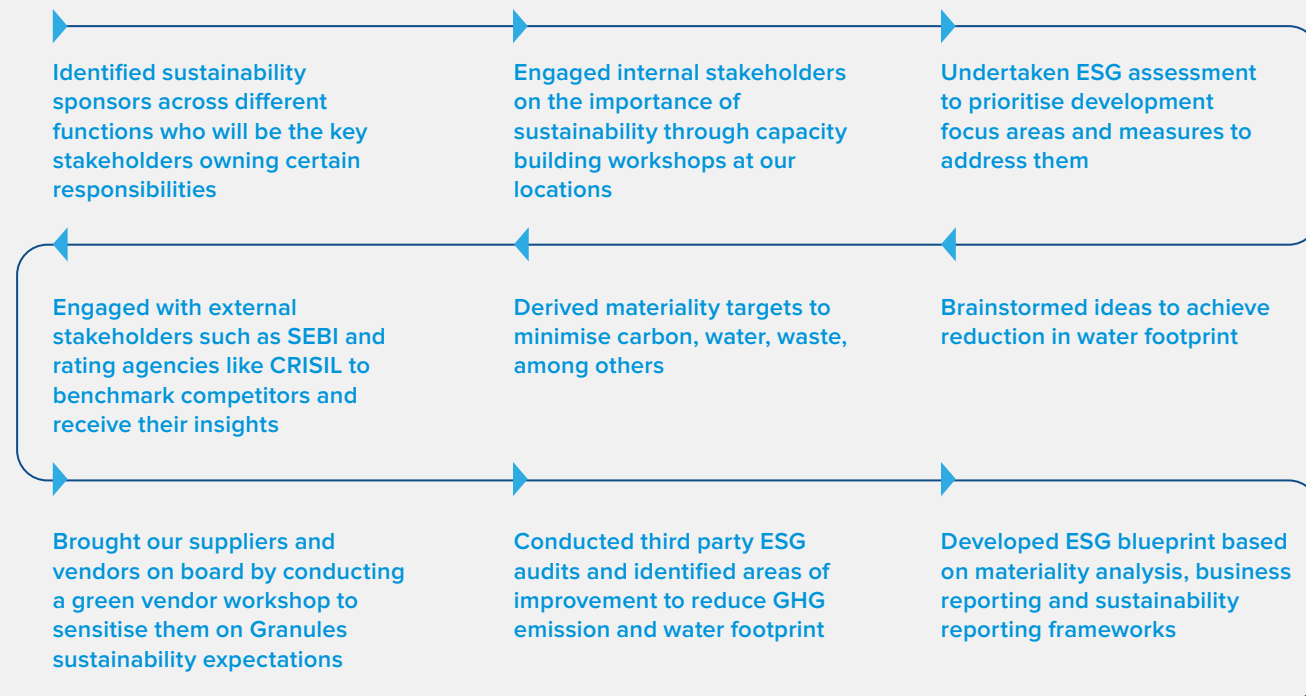


ESG APPROACH

Holistic and inclusive approach to ESG

In our transformation, sustainability plays a crucial pillar in building future readiness and enhancing the quality of life for our stakeholders. Our investments would be targeted towards ensuring responsible operations, thereby staying true to our promise of making a positive difference.

Our sustainability growth strategy is based on the fundamentals of transparency, integrity and accountability to ensure complete justice to our environmental, social, and governance commitments. We commenced our sustainability journey last year by undertaking the following steps:



MATERIALITY ASSESSMENT

We identified the material topics in consultation with internal and external stakeholders such as customers, investors, employees and regulators. It helped us understand their expectations as well as sustainability aspects that have tangible bearings on the business. These initial topics were screened and prioritized with the help of senior leadership and function heads to arrive at a final list.

Material issues



Environment

- GHG footprint
- Water management
- Waste and packaging
- Innovation and green technology
- Renewable energy



Social

- Sustainable supply chain
- Human capital
- Occupational Health & Safety



Governance

- Governance
- Compliance management

BUILDING A COMPREHENSIVE ESG STRATEGY

As part of our growth strategy we will continue to focus on R&D, technology and sustainability. We will invest heavily in attracting and retaining scientific talent, infrastructure development and strategic partnerships. As part of integrating ESG into every aspect of our business, we will work to develop baseline ESG data and frame sustainability goals to create ESG framework. Below are some of our focus areas outlined to align our business goals with sustainability initiatives:

1

Working with top 10 carbon intensive suppliers to reduce our scope-3 carbon emissions

2

Focusing on exploring green chemistry initiatives such as enzymatic biotransformation, non-halogenated solvent, solvent recovery, among others

3

Reducing dependence on groundwater through water conservation techniques like rainwater harvesting, recycling and effluent water treatment

4

Promoting local sourcing for better inventory management and reduced emissions

5

Conducting our business by following local regulations, timely disclosures and compliance

6

Attracting, engaging and developing talent by aligning them with our values and commitment