

 **WOCKHARDT**
Environmental | Social | Governance



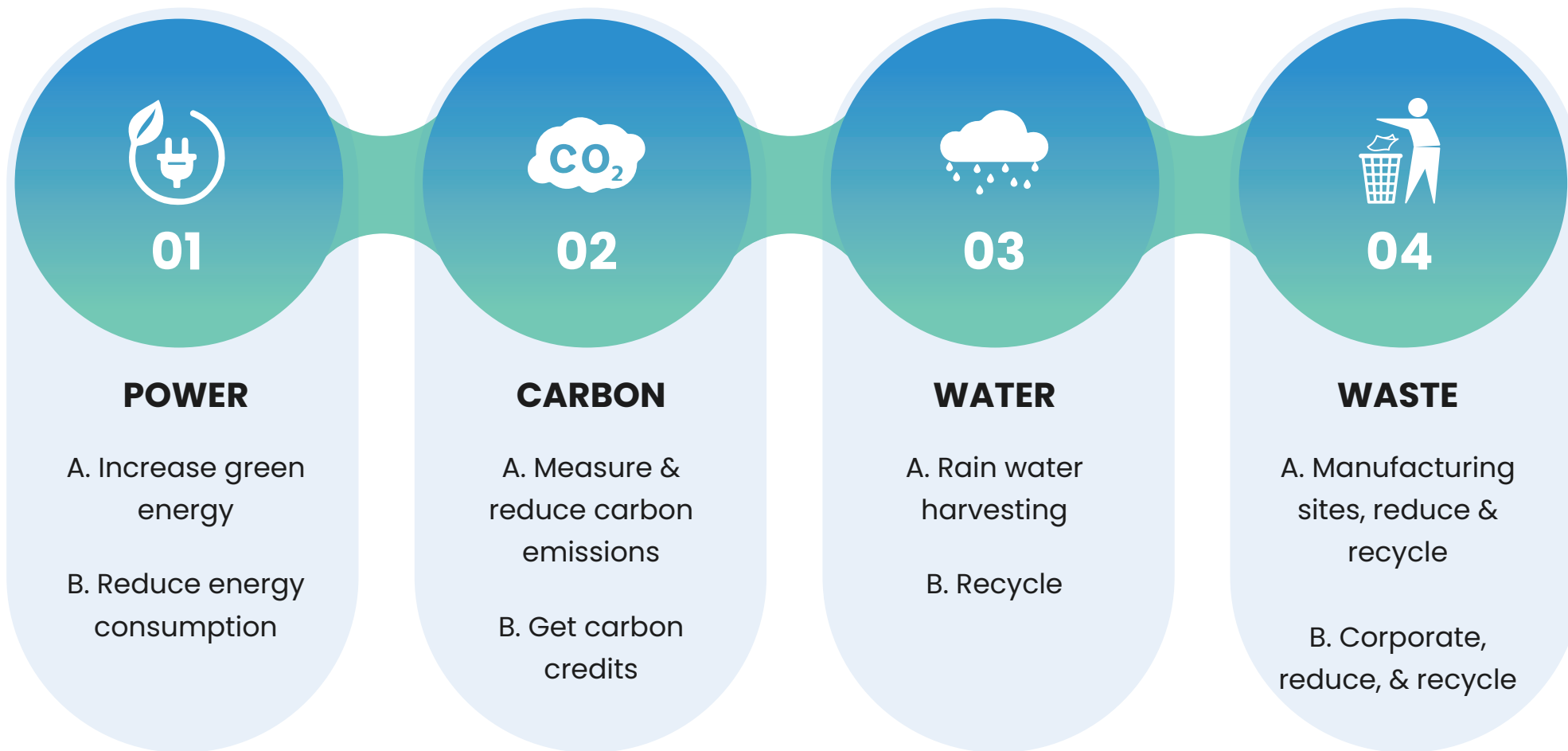
MOTTO

“Doing Business with Ethics,
Responsibility, & Care”

ESG



ENVIRONMENT



SOCIAL



01

HUMAN CAPITAL & HUMAN RIGHTS

- A. Employee relations, Diversity, Equity, Inclusion, and Working Conditions (Health & Safety)
- B. Support of Human Rights & Labour Standards



02

PRODUCTS LIABILITY

- A. Product safety & quality
- B. Privacy & data security



03

CUSTOMER & STAKEHOLDERS LIABILITY

- A. Material sourcing
- B. Supply chain transparency



04

LOCAL COMMUNITIES AND CSR

- A. HEALTH : Mobile 1000, Gur+ Dialysis centres
- B. EDUCATION : E-Learning, Wockhardt Foundation Junior College

GOVERNANCE



BOARD COMPOSITION AND INDEPENDENCE

- A. Board diversity
- B. Independent, Executive, & Non-executive



TRANSPARENCY AND ACCOUNTABILITY

- A. Clear and accessible communication channels
- B. Regular reporting and public disclosures



STAKEHOLDER RIGHTS

- A. Stakeholder engagement & participation
- B. Establish independent & transparent sustainability Executive, & Non-executive



CODE OF CONDUCT AND ETHICS

- A. Code of conduct for employees
- B. Regular reporting and public disclosures

WOCKHARDT ESG POLICIES

1

Anti Bribery and Anti Corruption Policy.

2

Anti Trust and Fair Competition Policy.

3

Business Responsibility and Sustainability Policy.

4

Cyber Security Policy.

5

Communication Policy.

6

Diversity Inclusion and Equal Opportunity Policy.

7

Environment Health Safety Policy.

8

E Waste Governance Policy.

9

Human Rights Policy.

10

Quality Policy.

11

Stakeholder Policy.

12

SOP Standard Operating Procedure for Customer Complaints.

13

Whistle Blower Policy

www.wockhardtesg.com