



ESG



MOTTO

“Doing Business with Ethics,
Responsibility, & Care”

ESG TEAM

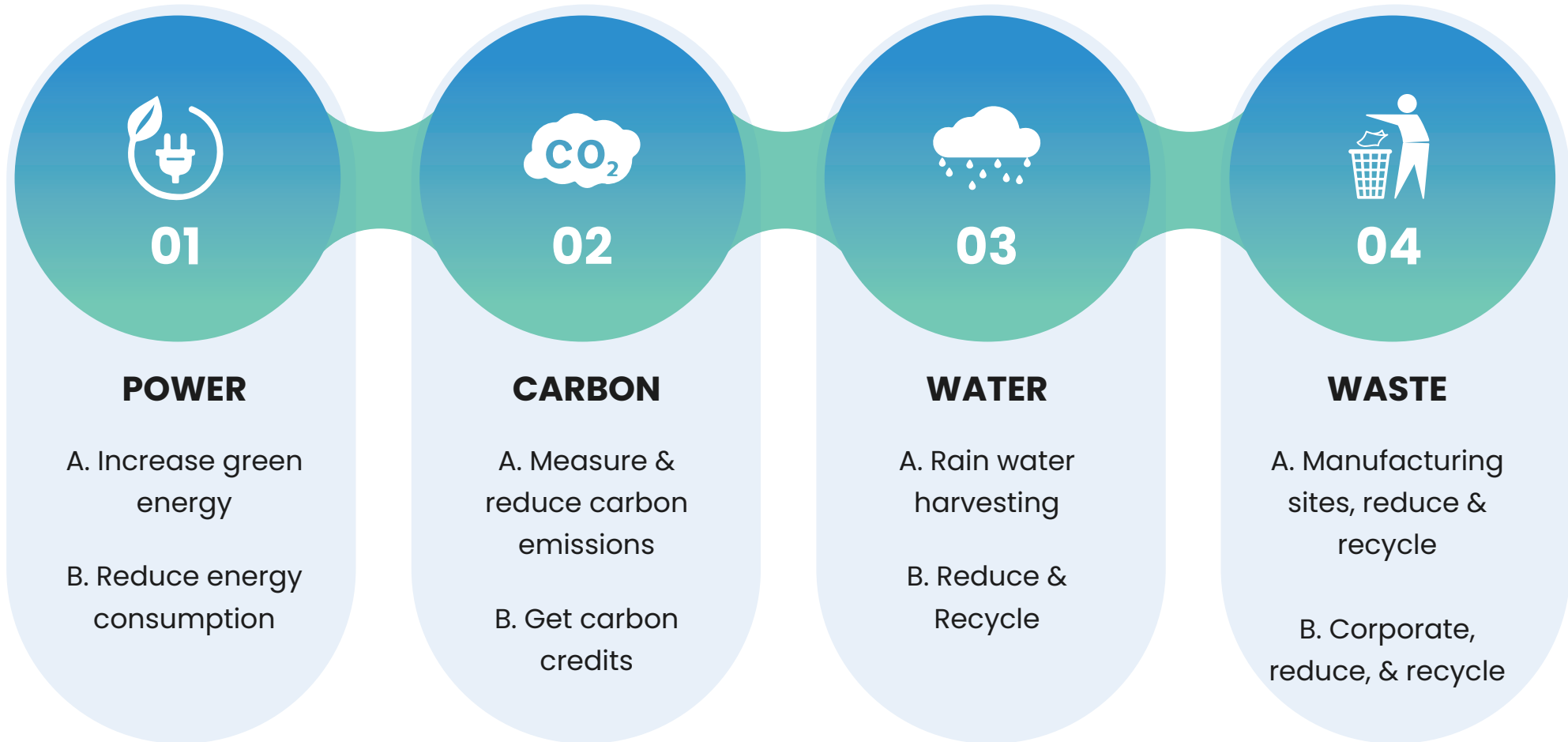
Board ESG Committee Members

1. Davinder Brar (Chairman of Committee)
2. Dr. Habil Khorakiwala
3. Dr. Huzaiifa Khorakiwala
4. Amy Fernandes
5. Aman Mehta
6. Prasanna Bharatan, Head Assurance Risk and ESG
7. Debashish Dey, Company Secretary

Management ESG Committee Members

1. Dr. Huzaiifa Khorakiwala (Chairman of the Committee)
2. Debashish Dey, CS
3. Prasanna Bharatan, Head Assurance Risk and ESG
4. Dr. Sanjeev Kumar Sharma -
President Manufacturing, Quality and R&D
5. Niraj Agarwal, CHRO
6. Biju John, IT
7. Sailesh Tekriwal, Head Supply Chain and Distribution.
8. Jagmohan Rishi, Head Training and Development
9. Viren Sharma, Consultant 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

SUPPLIERS & 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 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

Supplier's Policy

14

Whistle Blower Policy

15

ESG Policy

www.esg.wockhardt.com