

## CSR Philosophy and Policy of Seven Pharmaceuticals Ltd (SPL)

**SPL** recognizes that business enterprises are economic organs of society and part of society and draw on societal resources for their growth. They have a duty towards society and the communities and neighbourhoods in whose vicinity they operate. SPL believes that a company should contribute to the communities and neighbourhoods in which it operates. SPL's CSR policy focuses on building economic, social and environmental capital while ensuring greater stake-holder value. It wishes to conduct business in a socially responsible, responsive and ethical manner while ensuring economic and social sustainability and promoting healthcare initiatives, environment, and providing for inclusive growth.

### **Environment**

Environmental sustainability is accorded high priority on the SPL's agenda. It follows Good Manufacturing Practices, processes and procedures to ensure that its businesses are conducted with the utmost regard for the environment. SPL carefully considers and takes steps to maintain a safe, healthy workplace for all its employees and contractors. SPL while protecting the environment, respects and engages with local communities, wherever it operates while maintaining high ethical standards.

### **Community**

Every major business has an impact on the neighbourhood, communities and societies in which it operates. SPL contributes to local and regional, economic and social development in various ways to enhance economic progress, skill development, productivity and quality of life. It seeks to engage communities in self help and mutual help activities to develop capacity, competence and care for its community assets.

### **Health**

SPL believes that preventive health measures if adopted by the community are more effective than avoidable and costly curative measures. It organizes Health Awareness campaigns and Health Checkup camps for the benefit of communities around the plant locations and desires to set up Health and Wellness centers with the help of Government wherever feasible.

### **Water and sanitation**

SPL believes that safe water and good sanitation are crucial for good health and clean environment. It provides potable water to communities and has voluntarily set a goal of providing every single household within the Company's operating areas and neighbourhood with safe and a secure supply of water.

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### **Education**

SPL believes that education is the passport to a better life. SPL wishes to encourage quality education to the weaker sections and least privileged people in its neighbourhood to enable them to secure functional literacy, develop employable skills and secure good livelihood. SPL grants scholarships to deserving students.

### **Providing a safe and healthy workplace**

SPL wishes to provide a safe, healthy and conducive work environment for employees and contractors. Our objective is to make occupational safety, security of life and happiness in work, a priority. IT encourages employees to volunteer for CSR activities by fostering the concept of Individual Social Responsibility.

### **Ethical behavior**

Ethical behavior and adherence to good values is intrinsic to the way SPL conducts its business and is part of SPL work culture and legacy. SPL believes that business must operate in a way that respects the rights of all its stakeholders and creates wealth and economic benefits for society.

**SPL** intends inter-alia to undertake the following CSR Projects/programs based on the guiding principles enshrined above:

- (a) Promoting preventive health care and sanitation and making available safe drinking water to the communities where SPL operates;
- (b) Promoting education, including special education and employment enhancing vocational skills among children, literacy and digital literacy among women, elderly, and the differently abled and enhance livelihood opportunities through projects.
- (c) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources, promotion of art, culture and heritage sites and maintaining quality of soil, air and water.
- (d) And such other permissible CSR activities that benefit local communities which the CSR Committee and Board may decide from time to time.

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*SPL* may work on the selected CSR projects and programs by itself or through employee volunteers or with the help of NGOs and established Trusts or Welfare associations to ensure that benefits of CSR activities reach the maximum number of people and communities on time. CSR Committee would recommend the budget allocations in consultation with the management and annual action plan to implement the selected programs/projects. The management will assign the implementation of the selected programs within the specified budgets and timeframes to the said implementing agencies as it may think fit. The implementing agencies will report back to the management on the progress thereon at such frequency as the management may direct. CSR Committee and Board would monitor and evaluate the results and continuously improve effectiveness of programs.