



Lee Pharma Limited

LEE PHARMA LIMITED

Reg Office: SY. No. : 257 & 258/1, Door No : 11-6/56-C, Opp : IDPL Factory,
Moosapet,Balanagar (Post), Hyderabad – 500 037, India

TITLE: Policy on Supplier Diversity

Policy No: LPHRGNP-26-00

Effective Date : 01-04-2025

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Review Date: 31-03-2027

1. Objective

Lee Pharma is committed to fostering an inclusive and innovative procurement ecosystem by integrating diverse suppliers across all sourcing categories—direct and indirect—including raw materials, packaging, logistics, and services globally.

2. Definition of Diverse Suppliers

Diverse suppliers are businesses that are at least 51% owned, operated, and controlled by individuals from historically underrepresented groups, including women, ethnic minorities, LGBTQ+ individuals, veterans, and persons with disabilities. Lee Pharma respects regional definitions of diversity and may request documentation to validate a supplier’s diversity status.

3. Why Supplier Diversity Matters

Engaging diverse suppliers fuels innovation, improves supply chain resilience, enhances market access, and supports equitable economic development.

4. Policy Objectives

5. Spend Targets: Set and review annual spend goals with diverse suppliers.

6. Supplier Development: Offer training, mentorship, and capacity-building opportunities.

7. Transparency: Disclose supplier diversity performance in public reports.

8. Supplier Engagement & Qualification

Lee Pharma actively identifies diverse suppliers through databases, outreach events, NGO partnerships, and internal referrals. All suppliers, regardless of background, must meet our quality, compliance, and ESG standards. Diversity status is factored into supplier evaluations and tender scoring.

9. Procurement Integration




Supplier diversity is embedded into procurement policies and sourcing strategies. Procurement teams receive training on inclusive practices, supported by cross-functional collaboration with legal, ESG, and compliance teams.

10. Monitoring & Reporting

Diverse supplier spend is tracked via procurement tools, with periodic audits ensuring data accuracy. Annual reports outline progress, challenges, and next steps.

11. Policy Review

This policy is reviewed periodically to ensure continued relevance and effectiveness.

Prepared By	Authorized By	Approved By
 Human Resources	 Human Resources	 Director