

**Ref: BHL/STEX 32/2025-26**

**Date: September 04, 2025**

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001  <b>Scrip Code: 539872</b>	National Stock Exchange of India Limited 5th Floor, Exchange Plaza, Bandra Kurla Complex Bandra (East) Mumbai-400051  <b>Symbol: BAJAJHCARE</b>
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**Sub: Business Responsibility and Sustainability Report FY 2024-25**

Dear Sir/Madam,

Pursuant to Regulation 30 & 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2024-25 which forms an integral part of the Annual Report for the financial year 2024-25.

The BRSR is also available on the website of the Company at [www.bajajhealth.com](http://www.bajajhealth.com)

Kindly take the above information on your record.

Thanking you,

Yours Faithfully,

**For and on behalf of Bajaj Healthcare Limited**

**Monica Tanwar**  
**Company Secretary & Compliance Officer**

Encl: as above

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L99999MH1993PLC072892
2	Name of the Listed Entity	Bajaj Healthcare Limited ("BHCL")
3	Year of Incorporation	1993
4	Registered Office address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
5	Corporate address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
6	E-mail ID	investors@bajajhealth.com
7	Telephone	+91 22 6617 7400
8	Website	<a href="http://www.bajajhealth.com">www.bajajhealth.com</a>
9	Financial Year for which reporting is being done	1st April 2024 – 31st March 2025
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Limited - BSE Limited
11	Paid-up Capital	₹15,79,16,260
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Name- Ms. Monica Tanwar Designation- Company Secretary & Compliance Officer Email- investors@bajajhealth.com Telephone- +91 22 6617 7400
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. Products/services

#### 16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals	Manufacturing & Sale of branded Pharmaceutical Products	100%

#### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of Total turnover contributed
1	Pharmaceutical Products	242	100%

### III. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Sites	Number of offices	Total
National	6	1	7
International	-	-	-

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	62+

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

During FY 2024–25, the Company continued its strong international presence, exporting to over 62+ countries across regulated and semi-regulated markets including Europe, the USA, Australia, Africa, the Middle East, South America, etc. Exports contributed approximately 23% of the Company's total turnover for the year.

**c. A brief on types of customers**

The Company caters to a diverse set of customers across the pharmaceutical, nutraceutical, and specialty chemical sectors. Its customer base primarily includes domestic and international pharmaceutical companies, formulation manufacturers, contract development and manufacturing organizations (CDMOs), and nutraceutical firms that depend on high-quality Active Pharmaceutical Ingredients (APIs), intermediates, and finished dosage formulations. The Company also serves institutional buyers and export clients operating in regulated and semi-regulated markets.

**IV. Employees**

**20. Details as at the end of Financial Year:**

**a. Employees and Workers (including differently abled):**

S.No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	743	689	92.73%	54	7.27%
2.	Other than Permanent (E)	92	72	78.26%	20	21.74%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>835</b>	<b>761</b>	<b>91.14%</b>	<b>74</b>	<b>8.86%</b>
<b>WORKERS</b>						
4.	Permanent (F)	175	171	97.71%	4	2.29%
5.	Other than Permanent (G)	208	185	88.94%	23	11.06%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>383</b>	<b>356</b>	<b>92.95%</b>	<b>27</b>	<b>7.05%</b>

**b. Differently abled Employees and Workers**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	2	1	50%

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.2%	4.6%	3.9%	20%	39%	21%	7%	10%	7%
Permanent Workers	0.9%	0.6%	0.7%	8%	0%	8%	13%	0%	13%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**

**23. (a) Names of holding / subsidiary / associate companies / joint venture**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
			Nil	

The Company has no Holding, Subsidiary, Joint Venture of Associate Company.

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

a. Turnover (in ₹) – ₹54,260.24 Lakhs

b. Net worth (in ₹) – ₹46,616.42 Lakhs

**VII. Transparency and Disclosures Compliances**

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Community members can submit grievances during field visits through a maintained complaint register. Grievances may also be shared via the Company's "Contact Us" page:	0	0	Not Applicable	0	0	Not Applicable
Investors (other than shareholders)	Yes. Dedicated grievance mechanism for investors available via the Investor Relations section.	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Shareholders can raise complaints through email and investor contact details available.	0	0	Not Applicable	0	0	Not Applicable
Employees and workers	Yes. A comprehensive Whistle Blower Policy allows employees and workers to raise complaints confidentially through email, written submission, or internal portals.	0	0	Not Applicable	0	0	Not Applicable
Customers (Clients)	Yes. Customers can submit product or service-related grievances through the "Quality Complaints & Enquiry" form and other contact modes.	0	0	Not Applicable	0	0	Not Applicable
Value Chain Partners	Yes. Value chain partners may raise complaints via email to bajajhealth@bajajhealth.com or use the contact details provided on website.	0	0	Not Applicable	0	0	Not Applicable
Other (please specify)	-	-	-	-	-	-	-

**26. Overview of the entity's material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk	Poses physical risks (e.g., floods, fires, extreme rainfall), and transitional risks such as regulatory changes and decarbonization mandates.	The Company has adopted a structured Disaster Management Plan across all locations, supported by infrastructure-level adaptations such as proper stormwater drainage, bund wall maintenance, fire hydrant systems, and site-specific SOPs. Additionally, it is focusing on behavioral change through awareness drives, and complying with evolving environmental norms to avoid transition risk.	Negative
2	Energy Conservation / Efficiency	Opportunity	Enhancing energy efficiency supports decarbonization and reduces long-term operational costs.	Solar panels and high-efficiency systems are installed; energy usage is monitored to reduce emissions. These actions align with national and international climate goals.	Positive
3	Product Quality & Safety	Risk	Compromises in product quality may lead to adverse health outcomes, recalls, or regulatory penalties.	In addition to robust complaint mechanisms and regular QA audits, the Company uses pharmacovigilance to monitor safety post-market and promptly respond to adverse reactions.	Negative
4	Innovation and R&D	Opportunity	Focus on differentiated, cost-effective, and eco-friendly API manufacturing ensures competitiveness.	R&D centers are DSIR-approved and equipped for developing non-infringing and sustainable processes. Use of digital technologies (e.g., AI, data analytics) is being explored.	Positive
5	ESG Compliance & Transparency	Risk	Non-compliance may result in legal issues, reputation loss, and financial penalties.	The Company tracks ESG parameters, conducts audits, and promotes transparent reporting. External assessments are periodically conducted to enhance accountability.	Negative
6	Stakeholder Engagement	Risk	Poor engagement may lead to reputational, legal, or compliance risks.	Engagement is aligned with the Company's materiality assessment framework. Stakeholder inputs are integrated through ongoing dialogue and feedback mechanisms.	Negative
7	Occupational Health & Safety	Risk & Opportunity	Unsafe work conditions may lead to accidents, legal costs, and loss of morale. Ensuring safety contributes to productivity and retention.	Safety manuals, doctor visits, emergency kits, regular trainings, and audits are in place. A proactive safety culture is encouraged through drills and feedback.	Positive & Negative
8	Human Capital	Risk & Opportunity	High turnover and lack of skill development affect workforce stability and operational performance.	Skill-building through training on soft skills, safety, human rights, ISO, etc. motivates employees and ensures a skilled, efficient workforce.	Positive & Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Corporate Governance	Risk	Governance failures can lead to regulatory penalties and reputational harm.	Policies are reviewed regularly, external experts provide guidance, and compliance updates are submitted to senior management and Board.	Negative
10	Community Relations	Opportunity	Strong ties with communities enhance trust and ensure business continuity.	CSR projects support social causes, build goodwill, and foster community partnerships around manufacturing sites.	Positive
11	Diversity and Inclusion	Opportunity	Fair employment and accessibility support inclusion and talent retention.	Equal Opportunity Policy, inclusive infrastructure, and CSR efforts support underrepresented groups.	Positive
12	Digital Security & Data Privacy	Risk	Any breach of consumer data can result in legal penalties and loss of trust.	Internal SOPs for data protection, IT security audits, minimal data collection, and secure software platforms.	Negative

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes. The Company has adopted a comprehensive set of policies that are aligned with the National Guidelines on Responsible Business Conduct (NGRBC). These policies such as the Whistle-Blower Policy, Code of Conduct, CSR Policy, Human Rights Policy, Environmental Policy, Occupational Health & Safety Policy, etc. collectively cover all nine principles and their core elements. These policies ensure ethical conduct, environmental stewardship, responsible business practices, fair treatment of stakeholders, and promotion of inclusive and sustainable growth across the Company's operations and value chain.								
b. Has the policy been approved by the Board? (Yes/No)	Yes. All statutory policies mandated under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, including the Whistle-Blower Policy, Code of Conduct, Policy on Related Party Transactions, and CSR Policy, have been duly approved by the Board of Directors. In addition, the Board and senior management have also approved a number of voluntarily adopted policies that reflect the Company's commitment to responsible and sustainable business conduct in alignment with the NGRBC principles.								
c. Web Link of the Policies, if available	Company Policies are available at the website of the Company at <a href="https://www.bajajhealth.com/policies/">https://www.bajajhealth.com/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company has operationalised its Board-approved policies through detailed internal procedures, standard operating protocols (SOPs), manuals, and functional directives that are implemented across departments. These procedures ensure that the intent and core elements of each policy are embedded into day-to-day business operations. Periodic training, internal audits, and reviews further support compliance and continuous improvement.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company expects its value chain partners including suppliers, contractors, and service providers to adhere to the principles laid down in its key policies, especially those related to ethics, human rights, environment, and occupational safety.								

<p>4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>The Company has obtained a robust set of national and international certifications, licenses, and standards that reinforce its compliance with global benchmarks related to quality, safety, responsible manufacturing, and stakeholder well-being.</p> <p>Certifications &amp; Standards: The Company has obtained a robust set of national and international certifications, licenses, and standards that reinforce its compliance with global benchmarks related to quality, safety, responsible manufacturing, and stakeholder well-being.</p> <p>Certifications &amp; Standards:</p> <ul style="list-style-type: none"> <li>• ISO 9001:2015 – Quality Management Systems</li> <li>• WHO–GMP / GMP Certification – Good Manufacturing Practices for APIs and formulations</li> <li>• FSSC 22000 – Food Safety System Certificate, internationally recognized food safety standard</li> <li>• HACCP Certification – Hazard Analysis and Critical Control Points, for process safety in food and pharmaceutical manufacturing</li> <li>• Star-K and OK Kosher Certification - International kosher certification for ingredients and products exported to specific global markets</li> <li>• Halal Certification - Ensures products meet Islamic dietary laws, supporting access to global ethnomarket segments</li> <li>• FSSAI License – Food Safety and Standards Authority of India, mandatory license under Indian food safety regulatory authority for food / nutraceutical products</li> </ul>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company has set the following strategic commitments and goals aligned with responsible business practices and the principles of sustainability:</p> <ul style="list-style-type: none"> <li>• Promote inclusive hiring practices and fair treatment across all levels, while encouraging continuous learning and professional development.</li> <li>• Strengthen wellness and mental health initiatives, support work-life balance, and offer opportunities for upskilling and career advancement.</li> <li>• Minimize environmental impact by reducing resource consumption and emissions, promoting digital workflows, and integrating sustainability into core operations.</li> <li>• Maintain compliance with globally recognised certifications and standards (such as ISO 9001, GMP, FSSC 22000, HACCP, Halal, and Kosher) and ensure quality assurance across all manufacturing processes.</li> <li>• Implement social responsibility initiatives focused on health, education, skill development, and environmental sustainability in underserved regions.</li> </ul>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company has made steady progress across all stated commitments. Inclusive hiring and employee engagement initiatives continue to be strengthened, and wellness programs remain active with positive internal feedback. Environmental efforts, including digitalisation and resource optimisation, are underway, with quantitative targets under development. Product quality and safety standards have been consistently maintained through compliance with recognised certifications. CSR initiatives have been implemented as planned, with impact measurement frameworks being further formalised.</p>

### Governance, leadership and oversight

<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>At Bajaj Healthcare Limited, we recognize that long-term business resilience depends on how effectively we integrate Environmental, Social, and Governance (ESG) principles into our operations and decision-making. The pharmaceutical sector is faced with challenges ranging from climate change impacts, resource efficiency, and regulatory compliance to ensuring product quality, occupational safety, and transparent governance. These issues present both risks and opportunities that shape the way we operate.</p> <p>During FY 2024–25, we strengthened our response to climate and environmental risks through structured disaster management plans, investments in solar energy, effluent treatment and Zero Liquid Discharge (ZLD) initiatives, and measures to optimize resource efficiency. We continued to improve energy efficiency, waste management, and water recycling across our facilities. On the social front, we reinforced occupational health and safety through comprehensive management systems, detailed SOPs, safety committees, and regular trainings, ensuring zero fatalities and a strong culture of safety across all units. We also enhanced inclusivity by ensuring accessibility of workplaces, embedding equal opportunity principles in our Code of Conduct, and investing in skill-building initiatives for our workforce.</p> <p>From a governance perspective, we maintained our focus on ethical business practices, transparent reporting, and compliance with national and international standards such as ISO, WHO–GMP, FSSC 22000, and HACCP. We also strengthened stakeholder engagement through structured dialogue with employees, communities, customers, regulators, and suppliers, ensuring their feedback informs our sustainability roadmap.</p> <p>Looking ahead, our targets are centered on further reducing greenhouse gas emissions, expanding renewable energy adoption, achieving Zero Liquid Discharge across all units, and strengthening digital security and ESG compliance frameworks. We will continue to align our efforts with the National Guidelines on Responsible Business Conduct (NGRBC) and global best practices, while driving innovation in sustainable Active Pharmaceutical Ingredient (API) manufacturing and community-focused initiatives.</p> <p>As we progress on this journey, we remain committed to creating long-term value for all stakeholders while upholding the highest standards of responsibility, transparency, and sustainability.</p>
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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anil C. Jain, Managing Director, is the highest authority responsible for the implementation and oversight of the Company's Business Responsibility and sustainability-related policies. He plays a key role in integrating responsible business practices into strategic decision-making and ensures alignment with the principles of the National Guidelines on Responsible Business Conduct (NGRBC).																		
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Sajankumar R. Bajaj, Chairman & Managing Director, is responsible for decision-making on sustainability-related matters. He provides strategic direction and oversight on environmental, social, and governance (ESG) issues, ensuring that sustainability considerations are integrated into the Company's long-term business objectives and operational practices.																		
10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	The Board of Directors and senior management									Annually and as required									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Designated functional teams with oversight by senior management									Ongoing with formal annual reporting to the Board									
The Company's policies aligned with the National Guidelines on Responsible Business Conduct (NGRBC) are reviewed at regular intervals or as deemed necessary by the management. In addition, the Board of Directors undertakes an annual review of the performance and implementation status of these policies. This includes evaluating their effectiveness and recommending improvements where required. Compliance with applicable statutory requirements related to these principles is monitored on an ongoing basis by the relevant functional departments. Any non-compliance, if identified, is addressed promptly with corrective actions, and such updates are reported to senior management and, where necessary, to the Board.																			
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	The Company has not conducted any external assessments or evaluations of its policies.									
	12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9										
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																			
It is planned to be done in the next financial year (Yes/No)																			
Any other reason (please specify)																			

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

##### ESSENTIAL INDICATORS

##### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company organized a comprehensive familiarization program for its Board of Directors (BODs). This program encompassed a range of topics, including: <ul style="list-style-type: none"> <li>Overview of the Company</li> <li>Latest Amendment in the SEBI Listing Regulations including Insider Trading Regulations</li> <li>Duties, Roles &amp; Responsibilities of Independent Director</li> </ul>	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	1	The Company organized a training program for Key Managerial Personnel (KMPs). This program encompassed a following topics: <ul style="list-style-type: none"> <li>Human Rights, including the Prevention of Sexual Harassment (POSH)</li> </ul>	100%
Employees other than BoD and KMPs	8	The Company organized various training and SOP awareness sessions, including Induction Training, Leadership Development, Policy and Compliance Updates, and POSH Training for all the Employees & Workers.	60%
Workers	12		85%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			Nil		
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
	Not Applicable

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

The Company has established a strong commitment to ethical business practices through its Code of Conduct, which serves as the foundation for its anti-corruption and anti-bribery framework. The policy is applicable to all directors, senior management, and employees, and is designed to uphold the principles of integrity, accountability, and transparency in all business dealings.

Key provisions of the policy include:

- Prohibition on bribery and corruption: The Code strictly prohibits offering, accepting, or soliciting bribes, kickbacks, or any form of improper payments or advantages in the conduct of Company business.
- Gifts and hospitality: Accepting gifts or hospitality of more than nominal value from customers, suppliers, or other business associates is prohibited, as it may lead to conflicts of interest or perceived influence over business decisions.
- Legal and regulatory compliance: The policy mandates full compliance with all applicable anti-corruption and anti-bribery laws, both domestic and international, and reinforces zero tolerance for unlawful or unethical conduct.
- Reporting mechanisms: Employees are encouraged to report any suspected violations through the Whistle-Blower mechanism or other internal reporting channels. Protection is extended to individuals raising concerns in good faith.
- Leadership accountability: Directors and senior management are expected to lead by example, reinforcing the Company's commitment to responsible corporate citizenship and ethical conduct.

The anti-corruption principles form an integral part of the Company's broader governance structure and reflect its commitment to maintaining trust with all stakeholders.

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	<b>FY 2024-25(Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. Details of complaints with regard to conflict of interest:**

	<b>FY 2024-25(Current Financial Year)</b>		<b>FY 2023-24(Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

As disclosed above, there have been no instances of fines, penalties, or legal/regulatory action imposed on the Company in relation to corruption or conflicts of interest.

The Company maintains a robust governance structure and enforces a comprehensive Code of Conduct, which outlines clear expectations on ethical behaviour, avoidance of conflicts of interest, and zero tolerance for bribery or corrupt practices. Preventive and corrective mechanisms include:

- Mandatory disclosure of any potential or actual conflict of interest by employees, senior management, and directors;
- Prohibition on acceptance of gifts or benefits from suppliers, customers, or any business associates that may compromise integrity;
- Strict internal controls and approval protocols to ensure transparency and accountability;
- Employee training and awareness programs to reinforce ethical conduct and legal compliance;
- Whistle-Blower Policy and grievance mechanisms for reporting any misconduct confidentially and without fear of retaliation.

The Company continues to review and strengthen its internal systems to ensure full compliance with applicable laws and to uphold its commitment to ethical business practices.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/service procured) in the following format:**

	<b>FY 2024-25(Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Number of days of accounts payables	121 Days	128 Days

**9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors to whom sales are made	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

## LEADERSHIP INDICATORS

### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		Nil

No specific awareness or training programmes were conducted for value chain partners during the reporting period. However, the Company continues to emphasise responsible business conduct across its value chain through routine vendor interactions, contract terms, and supplier onboarding protocols.

Although, formal ESG training modules are yet to be launched, the Company is currently assessing the structure, content, and delivery model for such programmes. The aim is to ensure that future awareness initiatives are aligned with operational realities and tailored to the scale and nature of engagement with key suppliers and service providers.

The Company remains committed to progressively building ESG awareness and capacity among its value chain partners to support more responsible and transparent business relationships.

### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes. The Company has clearly defined processes to avoid and manage conflicts of interest involving members of the Board, as outlined in its Code of Conduct. All directors are expected to act in the best interests of the Company and are required to avoid situations where their personal interests may conflict with those of the Company.

Key measures include:

- Mandatory disclosures: Board members are required to disclose any direct or indirect personal interest in any arrangement, contract, or business dealing involving the Company.
- Abstention from decision-making: In case of a potential conflict, the concerned director must abstain from participating in discussions or decisions related to the matter.
- Periodic declarations: Directors submit declarations of interest under applicable provisions of the Companies Act, 2013 and SEBI (LODR) Regulations, 2015.
- Oversight by Audit Committee and Board: Any reported or observed conflict is reviewed by the appropriate committee or the Board, and necessary guidance or corrective actions are taken.

These processes ensure transparency, uphold fiduciary responsibilities, and reinforce the Company's commitment to ethical governance.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### ESSENTIAL INDICATORS

#### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year (FY 2024-25)	Previous Financial Year (FY 2023-24)	Details of improvements in environmental and social impacts
R&D	-	-	- No specific R&D investments were directed toward improving environmental or social outcomes in the reporting period.
Capex	-	-	- Currently, no Capex was allocated for such technologies in the current year, in the past, the Company invested in a water treatment plant and a multi-effect evaporator, which contributed to improved water management and reduced environmental impact. The Company remains committed to investing in such initiatives as and when feasible.

#### 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. The Company has defined procedures in place to promote sustainable sourcing practices across its supply chain. These procedures are embedded within the Supplier Code of Conduct, Sustainability-related Terms and Conditions, and a structured Supplier CSR Audit mechanism, which collectively set expectations on ethical, social, and environmental standards for suppliers.

Key elements of the Company's sustainable sourcing practices include:

- Mandatory compliance with laws and regulations on human rights, child and forced labour, working hours, health and safety, anti-bribery, and anti-money laundering.
- Prohibition of unethical practices such as bribery, discrimination, harassment, and environmental negligence.

- Promotion of environmental responsibility, including the use of renewable energy, sustainable products, and waste management through reduction, reuse, recycling, and proper disposal.
- Whistle-blower mechanism and grievance redressal systems for supplier employees to report violations or concerns.
- Periodic supplier audits to assess conformance with sustainability parameters, including environmental compliance, fair wages, safe working conditions, and respect for human rights.
- Annual compliance declaration required from suppliers, affirming adherence to the Supplier Code of Conduct.

These frameworks ensure that suppliers uphold ethical standards and support the Company's broader ESG commitments through responsible and transparent sourcing.

**b. If yes, what percentage of inputs were sourced sustainably?**

At present, the Company does not track the exact percentage of inputs sourced sustainably. However, it remains committed to progressively enhancing the share of sustainably sourced materials and services. Through defined supplier codes, sustainability-linked terms, and periodic CSR audits, the Company is strengthening its sustainable sourcing framework. Efforts are ongoing to formalize a monitoring mechanism that will enable quantitative reporting in the future.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:**

**(a) Plastics (including packaging)-**

The Company encourages the reuse and safe disposal of plastic packaging waste generated during operations. Discarded containers, bags, and liners are segregated, collected, and sent for reuse or are sold to authorized recyclers as per applicable norms. The waste is managed under approved vendor agreements and follows Rule 9 compliance for plastic waste management.

**(b) E-waste-**

The Company's operations generate minimal electronic waste, any obsolete or discarded electronic components are collected and disposed of through authorised e-waste recyclers in line with the E-Waste (Management) Rules. The Company ensures secure handling and maintains traceability records for such disposals.

**(c) Hazardous waste-**

A detailed and unit-wise SOP is in place across all major sites (Formulation, Panoli, Savli, and Tarapur) for the collection, segregation, packaging, storage, and disposal of hazardous waste. Key measures include:

- Segregation of hazardous waste into defined categories such as ETP sludge, spent carbon, used oil, solvents, process residues, etc.
- Use of properly labelled containers and polybags for safe internal transfer.
- Temporary storage in designated hazardous waste storage areas within the premises.
- Final disposal through authorized waste management service providers either via incineration, recycling, co-processing in cement kilns, or re-use within premises where feasible.

**(d) Other waste-**

Non-hazardous waste such as general scrap, filters, and cotton waste is collected and disposed of responsibly. Cotton waste is typically incinerated on-site, while reusable materials are channelled to authorized recyclers. The Company ensures that all disposal practices comply with local environmental regulations and internal EHS protocols.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes. Extended Producer Responsibility (EPR) is applicable to the Company's operations with respect to post-consumer plastic waste. In compliance with the Plastic Waste Management Rules, the Company has implemented a structured mechanism to recover and manage plastic waste equivalent to the volume generated by its packaging and products.

The EPR action plan has been prepared in accordance with the guidelines issued by the Central Pollution Control Board (CPCB) and is aligned with the annual waste return requirements. The Company has partnered with authorised plastic waste processors to ensure collection, transportation, and end-of-life processing of the identified categories of plastic waste. This ensures both legal compliance and environmental accountability.

The Company continues to monitor its EPR obligations closely and updates its implementation strategy in line with regulatory changes to maintain full alignment with state and central pollution control authorities.

## LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted (Yes/No)	Whether conducted by independent external agency	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company has not conducted any formal Life Cycle Assessment (LCA) for its products during the reporting period. In the pharmaceutical industry, LCAs are not commonly practiced due to the complexity of formulations and stringent regulatory controls. However, the Company remains mindful of environmental impacts and continues to improve operational efficiencies across its manufacturing processes.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year

Currently, the Company does not use recycled or reused input materials in its production processes. Hence, the percentage of recycled or reused input material to total material used is nil. Due to the strict quality, safety, and regulatory requirements applicable to pharmaceutical manufacturing, the use of recycled or reused input materials is not feasible. However, the Company focuses on reducing material waste and improving resource efficiency through process optimisation.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	The Company does not currently reclaim any products or packaging at the end of their life cycle. Accordingly, the amount of materials reused, recycled, or safely disposed of by the Company is nil.					
<b>E-waste</b>						
<b>Hazardous waste</b>	Given the nature of the pharmaceutical industry and associated regulatory requirements, product and packaging reclamation is not typically practiced due to concerns around safety, contamination, and compliance.					
<b>Other waste</b>						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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The Company does not reclaim any products or packaging materials from the market, and hence, the percentage of reclaimed products and packaging to total products sold is nil.

In the pharmaceutical industry, product and packaging reclamation is generally not practiced due to regulatory restrictions and safety considerations related to contamination, traceability, and disposal of expired or used medicinal products.

## PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

### ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	% Of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	689	689	100%	689	100%	0	0%	0	0%	0	0%
Female	54	54	100%	54	100%	54	100%	0	0%	0	0%
<b>Total</b>	<b>743</b>	<b>743</b>	<b>100%</b>	<b>743</b>	<b>100%</b>	<b>54</b>	<b>7.27%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

Category	% Of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than permanent employees</b>											
Male	72	72	100%	72	100%	0	0%	0	0%	0	0%
Female	20	20	100%	20	100%	20	100%	0	0%	0	0%
<b>Total</b>	<b>92</b>	<b>92</b>	<b>100%</b>	<b>92</b>	<b>100%</b>	<b>20</b>	<b>21.74%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**b. Details of measures for the well-being of workers:**

Category	% Of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	171	171	100%	171	100%	0	0%	0	0%	0	0%
Female	4	4	100%	4	100%	4	100%	0	0%	0	0%
<b>Total</b>	<b>175</b>	<b>175</b>	<b>100%</b>	<b>175</b>	<b>100%</b>	<b>4</b>	<b>2.29%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	185	185	100%	185	100%	0	0%	0	0%	0	0%
Female	23	23	100%	23	100%	23	100%	0	0%	0	0%
<b>Total</b>	<b>208</b>	<b>208</b>	<b>100%</b>	<b>208</b>	<b>100%</b>	<b>23</b>	<b>11.06%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.21%	0.30%

**2. Details of retirement benefits, for Current FY and Previous Financial Year.**

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.65%	100%	Y	99.80%	100%	Y
Gratuity	100%	100%	Y	99.70%	100%	Y
ESI	29.95%	88.26%	Y	34.45%	28.55%	Y
Others-Please Specify	-	-	-	-	-	-

**3. Accessibility of workplaces**
**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes. The Company ensures that its workplaces are accessible and inclusive, in accordance with the Rights of Persons with Disabilities Act, 2016. Key infrastructure elements such as accessible entry points, ramps, elevators, and handrails have been integrated across office and plant locations to support mobility and ease of access for differently abled employees and workers.

In addition to physical accessibility, the Company regularly reviews workplace layouts and facility upgrades through the lens of universal design, making adjustments wherever necessary. This approach reflects not just compliance with legal provisions, but a broader commitment to inclusivity, enabling all individuals to work with dignity and independence.

**Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes. The Company is committed to fostering a workplace that is inclusive, diverse, and respectful of the rights of every individual, including persons with disabilities. The Company does not maintain a standalone document titled "Equal Opportunity Policy", as of now, the key principles mandated under the Rights of Persons with Disabilities Act, 2016 are fully embedded within the Company's Code of Conduct, which applies to all employees, directors, and senior management.

The Code of Conduct explicitly prohibits discrimination in any form and mandates that all employment-related decisions including recruitment, training, promotion, and compensation, be based solely on merit, qualifications, and job-related performance, without regard to non-job-related characteristics such as disability, age, gender, religion, race, or background.

The Company defines diversity broadly to include not just visible differences but also differences in thought, lifestyle, experience, and ability. It strives to ensure that its workforce reflects the diversity of the markets it serves and that all individuals are treated with fairness and dignity. Accessibility and respect for persons with disabilities are woven into this ethos.

In addition, the Company maintains a zero-tolerance policy towards workplace harassment or discriminatory behaviour and has grievance redressal mechanisms and open-door reporting channels in place. Managers are expected to lead by example in upholding the values of respect, trust, and equity.

The Company believes that diversity is a driver of innovation and performance and continues to strengthen its commitment to equal opportunity through inclusive HR practices, awareness-building, and infrastructure enhancements.

**4. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to Work rate	Retention rate	Return to Work rate	Retention rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

**5. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. Grievances of permanent workers are addressed through a well-established internal grievance redressal mechanism, which includes access to the HR department, plant-level complaint registers, and escalation to senior management. Issues may be raised verbally or in writing, and all submissions are tracked until resolution.
Other than Permanent workers	Yes. Contract and temporary workers can raise grievances through site supervisors, HR representatives, or designated coordinators. Their concerns are addressed promptly and fairly under the same grievance principles as permanent staff, and grievance records are maintained at the site level.
Permanent employees	Yes. Permanent employees may raise complaints through formal and informal channels including HR, departmental heads, or the whistle-blower mechanism. Matters relating to ethical conduct, workplace discrimination, or harassment can also be reported to the Internal Complaints Committee (ICC), as applicable.
Other than Permanent employees	Yes. Probationary, trainee, or fixed-term employees have access to HR for reporting workplace issues. All grievance submissions are acknowledged, assessed, and resolved in a timely manner. These employees are also covered under broader policies such as the Code of Conduct and Whistle-Blower Policy.

**6. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category I (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	743	0	0%	873	0	0%
-Male	689	0	0%	810	0	0%
-Female	54	0	0%	63	0	0%
Total Permanent workers	175	134	76.57%	176	135	77%
-Male	171	134	78.36%	172	135	78%
-Female	4	0	0%	4	0	0%

**7. Details of training given to employees and workers:**

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On skills up gradation		Total (D)	On Health and Safety measures		On skills up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	689	689	100%	689	100%	810	810	100%	810	100%
Female	54	54	100%	54	100%	63	63	100%	63	100%
Total	743	743	100%	743	100%	873	873	100%	873	100%
Workers										
Male	171	171	100%	171	100%	172	172	100%	172	100%
Female	4	4	100%	4	100%	4	4	100%	4	100%
Total	175	175	100%	175	100%	176	176	100%	176	100%

**8. Details of performance and career development reviews of employees and worker:**

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	689	689	100%	810	810	100%
Female	54	54	100%	63	63	100%
Total	743	743	100%	873	873	100%
Workers						
Male	171	171	100%	172	172	100%
Female	4	4	100%	4	4	100%
<b>Total</b>	<b>175</b>	<b>175</b>	<b>100%</b>	<b>176</b>	<b>176</b>	<b>100%</b>

**9. Health and safety management system:**
**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all operational units. The system ensures compliance with statutory EHS requirements, proactive identification and mitigation of workplace risks, and continuous improvement through structured audits and training. A cross-functional Safety Committee comprising representatives from Production, Maintenance, Engineering, Purchase, and Stores along with elected worker representatives monitors safety implementation at each unit. The Company conducts periodic internal safety audits, quarterly safety committee meetings, and regular trainings focused on high-risk tasks to foster a culture of safety.

The OHSMS encompasses all routine and non-routine activities, including production, processing, maintenance, chemical handling, equipment installation, waste disposal, and emergency preparedness. Each site has implemented tailored safety protocols supported by detailed Standard Operating Procedures (SOPs).

This integrated approach ensures full OHSMS coverage across all employees and workers, regardless of location.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
**c. The Company employs a robust, multi-tiered approach to hazard identification and risk assessment as part of its Occupational Health and Safety Management System (OHSMS). For routine operations, hazards are identified through Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), internal safety inspections, and incident investigations. Dedicated Safety Officers use standardized checklists and site-specific tools to monitor compliance and identify unsafe practices. Feedback mechanisms such as worker observations and safety suggestion channels supplement these formal processes.**

For non-routine activities including equipment installation, maintenance shutdowns, or process changes, the Company uses a structured Work Permit System backed by detailed pre-job safety assessments. These controls are reinforced through periodic HAZOP studies and mock drills to test emergency preparedness.

This comprehensive and location-specific framework ensures early risk detection and mitigation across both routine and exceptional scenarios.

**d. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company has a clearly defined and well-communicated process for workers to report work-related hazards and to disengage from imminent risk situations without fear of retaliation. This is embedded within the Company's Occupational Health & Safety Management System (OHSMS), ensuring that employees and contract workers can report unsafe conditions through verbal reporting to supervisors, designated safety officers, or formal written records.

These mechanisms are reinforced through regular safety training and awareness sessions. Workers are encouraged and empowered to remove themselves from hazardous conditions until corrective actions are taken, thereby upholding a strong safety culture.

**e. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the Company provides access to non-occupational medical and healthcare services across all its units as part of its broader employee welfare initiatives. Employees and workers are covered under health and wellness programs that include periodic general medical check-ups, access to onsite first-aid facilities, emergency medical support, and consultations at designated hospitals with whom formal agreements are in place.

These services extend beyond occupational requirements and are designed to promote holistic health and well-being for all categories of the workforce.

**10. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2024-25(Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**11. Describe the measures taken by the entity to ensure a safe and healthy work place.**

The Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its operational units to ensure a safe and healthy working environment for all employees and workers. This system is designed not only to meet statutory requirements but also to foster a proactive culture of safety and well-being throughout the organization. The OHSMS is guided by a dedicated Safety Committee at each site, comprising representatives from departments such as Production, Maintenance, R&D, and Stores, along with elected worker representatives. These committees conduct periodic reviews to monitor safety performance, evaluate incident trends, and identify opportunities for continuous improvement.

The Company undertakes structured hazard identification and risk assessment exercises across routine and non-routine activities. Tools such as Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), and site-specific HAZOP studies are regularly used, supported by well-defined Standard Operating Procedures (SOPs) unique to each facility. To ensure control over high-risk or non-routine tasks, a robust Work Permit System is followed, and all procedures are aligned with documented SOPs that govern risk mitigation at the operational level.

Reporting mechanisms are established to enable employees and workers to promptly report any unsafe condition or work-related hazard without fear of retaliation. This process is documented through SOPs for accident and incident reporting, which are actively followed across all units. In line with the Company's commitment to welfare beyond occupational safety, employees and workers are provided access to non-occupational medical and healthcare services. These include routine medical check-ups, consultations, and emergency medical care through tie-ups with designated hospitals, in accordance with internal HR and health-related SOPs.

The Company emphasizes continuous education and awareness on health and safety. Regular training sessions are conducted to cover operational risks such as machine safety, chemical handling, and emergency response. These are further reinforced through periodic emergency mock drills and internal audits, which ensure preparedness and adherence to protocols.

By integrating safety into every aspect of operations and maintaining strong governance over incident response, risk control, training, and health support systems, the Company ensures that the workplace remains safe, compliant, and conducive to employee well-being. This structured and participatory approach reflects the Company's ongoing commitment to safeguarding its people and sustaining a culture of health and safety across all levels of the organization.

**12. Number of Complaints on the following made by employees and workers:**

	FY 2024-25(Current Financial Year)			FY 2023-24(Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable

**13. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health & Safety practices	100%
Working Conditions	100%

**14. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

The Company regularly conducts safety audits and risk assessments across all manufacturing units to identify gaps in health and safety practices. Based on these assessments, corrective actions have been taken at Panoli, Tarapur, Savli, and the Formulation unit, including process improvements, engineering controls, enhanced monitoring, and reinforcement of SOPs. Additional safety trainings were also conducted to build awareness and preparedness. These measures demonstrate the Company's proactive approach to addressing incidents and continuously improving workplace safety.

**LEADERSHIP INDICATORS**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)**

The Company extends life insurance and compensatory benefits to both employees and workers through well-defined policies. These include a Group Accidental Policy, a Term Life Insurance Plan, and a Workmen Compensation Policy. In the unfortunate event of a death, these provisions ensure financial protection and support to the bereaved family. This reflects the Company's ongoing commitment to the safety, security, and well-being of its entire workforce.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company ensures that value chain partners adhere to applicable statutory requirements by mandating compliance as part of its engagement terms. These obligations are periodically verified through internal checks and statutory audits. The Company also expects its partners to uphold high standards of transparency and accountability, reinforcing its commitment to responsible business practices across the value chain.

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	<b>Total no. of affected employees/ workers</b>		<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	
	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Employees	There were no incidents of high consequence work-related injury, ill-health, or fatalities reported in Q11 of the Essential Indicators. Hence, this question is not applicable.			
Workers				

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, the Company provides transition assistance programs to support employees in managing career transitions arising from retirement or separation. These programs focus on ensuring continued employability and smooth reintegration into post-employment life through guidance, resources, and support tailored to each individual's needs.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health & Safety practices	The Company has assessed the health and safety practices and working conditions of value chain partners that cumulatively account for over 50% of the business value, primarily focusing on its critical raw material suppliers. These assessments were undertaken to verify adherence to the Company's Supplier Code of Conduct, which mandates compliance with environment, health, and safety laws, as well as implementation of measures to ensure safe and healthy workplaces. Evaluations also included reviews of onsite safety practices, availability of basic welfare facilities, and compliance with applicable statutory provisions.
Working Conditions	

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

No significant safety-related risks or concerns were reported during the assessment period. However, in line with its proactive supplier engagement approach, the Company continues to monitor and engage with value chain partners to promote a culture of workplace safety and regulatory compliance. Any deviations, if observed in future assessments, will be addressed through collaborative action plans, in accordance with the principles outlined in the Supplier Code of Conduct

## PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders

### ESSENTIAL INDICATORS

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

The Company identifies key stakeholder groups through a structured mapping exercise based on the level of influence they have on the business and the impact of the Company's operations on them. This includes employees, suppliers, customers, investors, regulatory bodies, communities and NGOs. The process is reviewed periodically to reflect evolving business contexts. Stakeholder engagement is carried out through consultations, feedback mechanisms, and grievance redressal systems. Insights from these interactions are integrated into planning and risk management to ensure responsive and responsible business conduct.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	Emails, Trainings, Interactive Meetings, Webinars, Newsletters, One-on-One Interactions, Notice Boards, Employee Portals	Regular Basis	Performance feedback, training & development, workplace policies, safety drills, career growth, well-being initiatives, grievance redressal
Suppliers & Vendors	Yes (especially MSMEs)	Emails, Contracts/ Agreements, Supplier Code of Conduct, Compliance Audits, Vendor Checks	Periodically	Material quality and timelines, code of conduct adherence, payment schedules, grievance mechanisms, capacity building
Shareholders & Investors	No	Annual Reports, Stock Exchange Disclosures, Investor Presentations, Emails, AGMs, Company Website	Quarterly, Half-yearly, Annually, Event-based	Business outlook, financial performance, ESG updates, regulatory changes, investor feedback
Customers	No	Company Website, Emails, Enquiry Forms, Plant Visits, Social Media, Campaigns, Direct Interactions, Customer Surveys	Event-based	Product quality, pricing, safe use instructions, availability, complaints, feedback, new product communication
Government & Regulators	No	Regulatory Filings, Submissions, Emails, Website, Inspections	Periodically as per applicable laws	Compliance reporting, licensing, tax filings, audits, legal updates, industry representation
Communities & NGOs	Yes	Community Meetings, Site Visits, CSR Collaborations, NGO Partnerships, Local Campaigns, Company Website	Periodically	CSR initiatives, community needs assessment, health & sanitation awareness, education, infrastructure support, grievance redressal mechanisms

### LEADERSHIP INDICATORS

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company follows a structured process for stakeholder consultation on economic, environmental, and social matters. The Stakeholders' Relationship Committee, formed under the Listing Regulations and Companies Act, addresses shareholder and investor concerns, including dividends, share transfers, and related services. For broader ESG topics, departmental heads engage regularly with key stakeholders such as employees, customers, vendors, and communities with feedback consolidated by senior management and presented to the Board. The CSR Committee further engages with local communities, and inputs from these consultations are also escalated. A dedicated email (investors@bajajhealth.com) ensures shareholder feedback is captured and addressed.

#### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is integral to the Company's approach to identifying and managing environmental and social topics. Through regular engagement with employees, vendors, customers, local communities, and other key stakeholders, the Company gathers feedback on sustainability challenges and emerging concerns. These insights are systematically reviewed and incorporated into relevant policies, action plans, and operational decisions. For instance, feedback from vendor assessments has led to stricter safety requirements in procurement, while community engagement inputs have influenced the focus areas of CSR programs. This ensures that the Company's environmental and social strategies remain inclusive, responsive, and aligned with stakeholder expectations.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company actively engages with vulnerable and marginalized stakeholder groups, particularly in the communities surrounding its operations, to understand and address their concerns through focused interventions. Recognizing their unique challenges, the Company has undertaken several initiatives under its CSR programs. These include organizing health camps and providing essential medical support in underserved areas, improving sanitation infrastructure, and conducting hygiene awareness campaigns. In the education sector, the Company supports local schools by providing learning materials and creating better access to quality education. These actions demonstrate the Company’s ongoing commitment to social equity and inclusive development through sustained community engagement.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**ESSENTIAL INDICATORS**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	743	743	100%	873	873	100%
Other than permanent	92	92	100%	16	16	100%
Total Employees	835	835	100%	889	889	100%
Workers						
Permanent	175	175	100%	176	176	100%
Other than permanent	208	208	100%	505	505	100%
Total Workers	383	383	100%	681	681	100%

**2. Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent										
Male	689	0	0%	689	100%	810	0	0%	810	100%
Female	54	0	0%	54	100%	63	0	0%	63	100%
Other than permanent										
Male	72	72	100%	0	0%	8	0	0%	8	100%
Female	20	20	100%	0	0%	8	0	0%	8	100%
Workers										
Permanent										
Male	171	0	0%	171	100%	172	0	0%	172	100%
Female	4	0	0%	4	100%	4	0	0%	4	100%
Other than permanent										
Male	185	185	100%	0	0%	493	0	0%	493	100%
Female	23	23	100%	0	0%	22	0	0%	22	100%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	4	₹1,59,77,438	1	₹15,63,507
Key Managerial Personnel*	1	₹22,57,621	1	₹2,93,040
Employees other than BoD and KMP	856	₹2,37,784	112	₹1,66,711
Workers	265	₹3,43,854	5	₹4,94,792

\*The Key Managerial Personnel (KMP) includes the Chief Financial Officer (who has since left the Company) and the Company Secretary.

#### b. Gross wages paid to female as % of total wages paid by the entity, in the following format:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to female as % of total wages	6%	7.18%

#### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has designated Mr. Anil Jain, Managing Director, as the focal point responsible for overseeing human rights-related matters across its operations. His responsibilities include ensuring alignment with human rights standards, addressing any adverse impacts, and integrating human rights considerations into policies and practices. The Company also upholds a strong ethical framework through its Whistle-Blower Policy, which enables employees and stakeholders to confidentially report concerns related to unethical practices, including human rights violations. This mechanism, along with cross-functional collaboration, ensures timely redressal and reinforces the Company's commitment to maintaining a safe, fair, and respectful work environment.

#### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has established a comprehensive internal framework to address grievances related to human rights, ensuring that all employees and workers have access to fair and confidential redressal mechanisms. At the operational level, an open-door policy encourages individuals to voice concerns directly to their respective Heads of Department or the Human Resources team. This informal channel fosters early resolution and open dialogue on matters affecting employee dignity, equality, or workplace behavior.

For more serious or sensitive issues, the Company has adopted a formal Whistle-Blower Policy that offers a secure and anonymous platform to report concerns related to unethical conduct, human rights violations, discrimination, or any breach of the Code of Conduct. All complaints received through this channel are reviewed independently and handled with strict confidentiality to protect the identity and interests of the complainant. The mechanism is accessible to employees, workers, and external stakeholders, reinforcing transparency and accountability.

Further, the Company has constituted a duly compliant Internal Committee under the Prohibition of Sexual Harassment (POSH) Act to specifically address complaints of sexual harassment at the workplace. The committee functions independently, adheres to procedural fairness, and ensures timely resolution with a focus on maintaining a safe and respectful working environment.

The Company's Code of Conduct, applicable to all directors, senior management, and employees, serves as the guiding framework for upholding human rights principles. It emphasizes non-discrimination, equal opportunity, workplace safety, anti-harassment, and responsible corporate citizenship. Additionally, the Company promotes a culture of diversity and inclusion, mandating that all employment-related decisions are made solely based on merit and job-related qualifications.

Through these layered mechanisms ranging from informal escalation to formal redressal channels, the Company ensures that any grievances related to human rights are addressed with utmost seriousness, in line with legal requirements and ethical expectations.

#### 6. Number of Complaints on the following made by employees and workers:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Not Applicable	0	0	Not Applicable
Discrimination at workplace	0	0	Not Applicable	0	0	Not Applicable
Child Labour	0	0	Not Applicable	0	0	Not Applicable
Forced Labour/ Involuntary Labour	0	0	Not Applicable	0	0	Not Applicable
Wages	0	0	Not Applicable	0	0	Not Applicable
Other human rights related issues	0	0	Not Applicable	0	0	Not Applicable

**7. Complaints file under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	<b>FY 2024-25 Current Financial Year</b>	<b>FY 2023-24 Previous Financial Year</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company has established robust mechanisms to ensure that no adverse consequences befall any individual who raises concerns related to discrimination or harassment. Through its Whistle Blower Policy and Prevention of Sexual Harassment (POSH) framework, it provides a safe and confidential platform for employees and stakeholders to report unethical behaviour, including any form of harassment or discrimination. The policy explicitly prohibits retaliation against complainants, including intimidation, demotion, suspension, denial of promotion, or any form of harassment, whether direct or indirect.

Any violation of this non-retaliation principle is treated as a serious disciplinary offence, with appropriate action taken against those found responsible. Additionally, the identity of the complainant is protected and is disclosed only on a strict need-to-know basis during the investigation process. The Company also safeguards those who support or participate in the investigation process. By creating this protective environment and ensuring clear accountability through its internal committees, the Company fosters a workplace culture grounded in trust, fairness, and respect.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, human rights requirements are incorporated into business agreements and contracts wherever applicable. In alignment with the Company's ethical values and commitment to responsible business practices, relevant clauses addressing non-discrimination, fair treatment, and respect for fundamental human rights are included in agreements with suppliers, partners, and other stakeholders. This approach helps reinforce the Company's dedication to upholding human rights across its operations and value chain.

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

No significant risks or concerns were identified during the assessments related to child labour, forced or involuntary labour, sexual harassment, discrimination at the workplace, or wages. Hence, no corrective actions were required during the reporting period. The Company continues to maintain robust systems and practices to ensure ongoing compliance and uphold a safe, fair, and inclusive work environment.

**LEADERSHIP INDICATORS**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

No human rights grievances or complaints were received during the reporting period. Accordingly, there were no modifications or new business processes introduced on account of such matters. The Company continues to monitor and strengthen its existing systems to uphold human rights across its operations.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

The Company's human rights due diligence is integrated into its Code of Conduct, which all employees are expected to follow. The due diligence process involves assessing potential human rights impacts before commencing new operations, entering into business relationships, or undertaking significant operational changes. These assessments focus on key areas such as non-discrimination, workplace safety, fair treatment, and ethical conduct. Where necessary, preventive measures are put in place and monitored regularly. This approach ensures alignment with the Company's commitment to ethical practices and the protection of human rights across its value chain.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company is committed to creating an inclusive environment and ensuring equal access for all. The registered and corporate offices are located in commercial premises that comply with the accessibility requirements under the Rights of Persons with Disabilities Act, 2016. Facilities such as ramps and elevators are available to ensure that differently abled visitors have full and barrier-free access, reinforcing the Company's dedication to inclusivity and equal opportunity.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	In line with the Company's vendor assessment policy, critical suppliers accounting for over 50% of raw material sourcing were evaluated for compliance with human rights parameters, including labor practices, anti-discrimination, child and forced labour, wages, and workplace conduct.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

Based on the assessments conducted during the year, no significant risks or concerns were identified, and hence, no corrective actions were deemed necessary.

**PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment**

**ESSENTIAL INDICATORS**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

<b>Parameter</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
From renewable sources		
Total electricity consumption (A) [in Giga Joules]	2001	2758
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C) [in Giga Joules]</b>	<b>2001</b>	<b>2758</b>
From non-renewable sources		
Total Electricity Consumption- [in Giga Joules] (D)	51,353	56,323
Total Fuel Consumption-[in Giga Joules] (E)	380,345	321,253
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources [in Giga Joules] (D+E+F)</b>	<b>431,698</b>	<b>377,576</b>
<b>Total energy consumed [in Giga Joules] (A+B+C+D+E+F)</b>	<b>433,699</b>	<b>380,334</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000079929	0.000078890
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>0.001790419</b>	<b>0.001767145112</b>
Energy intensity in terms of physical Output	103.34	114.18
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**The Purchase Power Parity (PPP) rate used for calculation is 22.4.**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, the Company is not identified as a Designated Consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. As a result, the targets and compliance requirements under the PAT Scheme are not applicable to the Company's operations, and no remedial actions are required in this regard.

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater (KL)	90056	57986
(iii) Third party water (KL)	156599	115909
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	246655	173895
Total volume of water consumption (in kilolitres)	246655	173895
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations)	0.000045458	0.000036070
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.001018254	0.000807968
Water intensity in terms of physical output	58.77	52.21
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**The Purchase Power Parity (PPP) rate used for calculation is 22.4.**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	43479	-
(Primary & Secondary Treatment)	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	<b>43479</b>	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

The Company has successfully achieved Zero Liquid Discharge (ZLD) status at its Panoli and Formulation units, where advanced effluent treatment and reuse systems are in operation. At the Formulation unit, the treated effluent water is further processed through a Reverse Osmosis (RO) plant and reused in cooling towers, ensuring a closed-loop system that conserves water and minimizes discharge. Similarly, the Panoli unit operates as a ZLD facility, where treated wastewater is fully reused within the plant.

At the other sites, Tarapur and Savli, ZLD systems are not yet in place. However, the Company has installed Effluent Treatment Plants (ETPs) to manage wastewater effectively and is actively evaluating the feasibility of implementing ZLD mechanisms at these locations.

The Company remains committed to strengthening its wastewater management practices and progressively expanding ZLD implementation across facilities. This focus reflects its long-term sustainability vision of reducing freshwater dependency and minimizing environmental impact.

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Nox	Mg/nm3	58.69	46.36
Sox	Mg/nm3	39.22	32.68
Particulate matter (PM)-	Mg/nm3	182.61	87.43
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others –		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The Company operates five manufacturing plants, all of which have undergone periodic air quality assessments conducted by accredited external agencies during the year. The resulting reports are duly submitted to the relevant regulatory authorities.

**Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	35515	32208
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	12125	11202
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000008780	0.000009004
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000196671	0.000201696
Total Scope 1 and Scope 2 emission intensity in terms of physical output		11.35	13.03
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

**The Purchase Power Parity (PPP) rate used for calculation is 22.4.**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes, the Company continues to implement a series of operational and infrastructure-based initiatives aimed at reducing Greenhouse Gas (GHG) emissions across its facilities. For now, no new projects were launched during the reporting period, the focus has been on sustaining and improving the performance of existing measures to ensure long-term environmental benefits and alignment with the Company's climate responsibility objectives.

Key initiatives that remained in effect during the year include the continued operation of solar power installations within select plant locations, which help reduce dependence on conventional grid electricity. The Company also maintained and monitored thermal insulation upgrades previously applied to critical equipment such as reactors and storage units, thereby ensuring improved energy efficiency in heat-intensive processes.

Energy conservation at the operational level remains a core priority, with the ongoing use of LED lighting systems replacing legacy high-energy fixtures across units. These systems contribute not only to reduced electricity usage but also support broader workplace efficiency goals. Furthermore, equipment-level optimization, including the replacement of older, less efficient machinery with newer high-efficiency models, is helping lower energy consumption and operational emissions across functional areas.

The Company also sustains its efforts in green campus initiatives, such as indoor and outdoor plantation, which contribute indirectly to GHG absorption and promote a healthier work environment. These environmental enhancements are complemented by internal programs that encourage employee awareness and behavioral changes in support of sustainability, such as promoting energy-saving practices and reducing unnecessary power usage.

Collectively, these actions reflect the Company's commitment to a pragmatic and integrated approach to GHG mitigation, where emphasis is placed not just on initiating new projects, but also on strengthening the long-term efficiency and environmental impact of existing initiatives. The continuity of these measures underlines the Company's recognition that sustained performance and maintenance are equally critical in achieving tangible climate benefits.

**8. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)*	24.613	11.154
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (G)*	1963.025	1425.416
Other Non-hazardous waste generated	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1988</b>	<b>1437</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) -	0.000000366	0.000000298
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000008207	0.000006677
Waste intensity in terms of physical output	0.47	0.43
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	24.613	11.154
(ii) Re-used	39.22	0
(iii) Other recovery operations	0	0
Total	63.833	11.154
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	1456.01	685.115
(ii) Landfilling	467.795	740.125
(iii) Other disposal operations	0	0
Total	1923.81	1425.24

\*Plastic waste and hazardous waste are managed as follows: plastic waste is sent to authorized dealers for recycling, hazardous waste is handled through incineration or co-processing, and landfilling.

**The Purchase Power Parity (PPP) rate used for calculation is 22.4.**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company has adopted a structured and site-specific approach to waste management, driven by regulatory compliance, environmental stewardship, and internal SOPs established across its manufacturing units. At each facility, hazardous and non-hazardous waste is carefully segregated, packed, stored in designated areas, and tracked through formal documentation formats such as waste disposal slips and category registers.

Hazardous waste such as ETP sludge, spent carbon, solvents, scrubbing solutions, and distillation residues is managed in accordance with legal norms and internal safety standards. These wastes are either reused within the premises, incinerated in on-site units, or transferred to authorised treatment, storage, and disposal facilities (TSDFs) or co-processing units such as cement kilns. Notably, the Company has eliminated the landfilling of hazardous waste from its operations, ensuring that all such waste is treated or disposed of using more sustainable alternatives.

To reduce the use of hazardous and toxic substances, the Company continuously evaluates opportunities for process improvements and material substitution. In several cases, spent solvents and scrubbed chemicals are recovered, treated, and reused in internal operations, reducing both raw material consumption and waste generation. Additionally, the Company relies on in-house treatment technologies like multi-effect evaporators and effluent treatment plants to recycle water and reduce chemical discharge.

Non-hazardous waste, including plastic packaging, discarded containers, and e-waste, is collected and routed through authorised recyclers. The Company ensures traceability of such materials and maintains proper disposal records. Internal audits and supplier assessments also form part of the extended waste governance framework, ensuring responsible waste handling across the value chain.

Overall, the Company's waste management strategy integrates regulatory compliance, internal SOPs, vendor accountability, and process optimisation to reduce environmental impact and promote operational sustainability.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. As a result, no specific environmental approvals or clearances are required in this regard.

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain Yes / No)	Relevant Web link
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No environmental impact assessments were undertaken by the Company during the current financial year, as there were no new projects initiated that required such assessments under applicable environmental regulations.

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company is compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment (Protection) Act along with the rules framed thereunder. There were no instances of non-compliance reported during the current financial year.

**LEADERSHIP INDICATORS**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area –
- (ii) Nature of operations –
- (iii) Water withdrawal, consumption and discharge in the following format:

None of the manufacturing facilities/offices of the Company fall in/around water stress areas.

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Not Applicable

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Transport Facility given to Management Personnels/Employees)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Not Applicable

**3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable. The Company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Accordingly, there is no significant direct or indirect impact on biodiversity in such areas, and no prevention or remediation activities are required in this context.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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No specific new initiatives or innovative technologies were undertaken during the current financial year to improve resource efficiency or reduce the impact of emissions, effluent discharge, or waste generation. However, the Company continues to maintain and operate its existing environmental management systems in compliance with applicable regulations.

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, the Company has established a formal and comprehensive Business Continuity and Disaster Management Plan that is implemented across all its operational units. The plan is designed to proactively manage and respond to emergencies such as fire, chemical spills, equipment failure, natural calamities, and other critical incidents. It outlines structured protocols for risk identification, emergency preparedness, containment, mitigation, and recovery. Key elements include defined roles and responsibilities, an on-site emergency control structure, evacuation procedures, communication protocols, assembly point coordination, and post-incident corrective actions. Periodic mock drills, awareness programs, and review mechanisms are conducted to ensure operational readiness. This plan is integral to the Company's commitment to minimizing downtime, ensuring the safety of people and assets, and maintaining continuity of business operations under all circumstances.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

As of the reporting period, the entity has not identified any significant adverse environmental impacts arising directly from its value chain (i.e., suppliers, logistics providers, distributors, product use, or end-of-life disposal).

However, the entity recognizes that potential environmental risks may exist across the broader value chain, such as:

- Carbon emissions from transportation and logistics operations
- Use of resource-intensive inputs by upstream suppliers (e.g., energy, water, and raw materials)
- Inadequate waste management or disposal practices at the consumer end

While no major incidents were reported during the year, the entity has undertaken the following proactive measures to manage and mitigate potential impacts:

- Supplier Due Diligence: Environmental compliance is an integral part of the supplier onboarding process. Vendors are expected to comply with applicable environmental regulations and sustainability standards.
- Capacity Building: Awareness programs and communication efforts are conducted with suppliers and logistics partners to promote responsible material handling, waste reduction, and emissions control practices.
- Future Readiness: The entity has initiated the process of mapping the environmental footprint of its upstream and downstream value chain as part of its long-term ESG integration and sustainability planning.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

The Company has adopted a risk-based approach to evaluate its critical suppliers and partners. As part of this, it has identified key vendors who collectively contribute to more than 50% of the raw material supply for specific products. These primary suppliers are assessed through a structured evaluation process that includes environmental impact considerations, along with parameters such as occupational health and safety, statutory compliance, and responsible operational practices. A formal percentage-based mapping is still under development, the current assessment covers a significant portion of upstream business relationships by value.

**8. How many Green Credits have been generated or procured:**

- a By the listed entity - 1347

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS**

1. a. **Number of affiliations with trade and industry chambers/ associations.**  
The Company is affiliated with 4 (four) trade and industry chambers / associations.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	The Associated Chambers of Commerce and Industry (ASSOCHAM)	National
3.	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National
4.	Federation of Pharmaceutical and Allied Products Merchant Exporters (FPME)	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Based on the assessments conducted during the year, no significant risks or concerns were identified, and hence, no corrective actions were deemed necessary.		

**LEADERSHIP INDICATORS**

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company has not advocated any specific public policy positions during the reporting year. Accordingly, there are no disclosures related to methods of advocacy, public domain availability, and frequency of review by the Board, or associated web links.					

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**ESSENTIAL INDICATORS**

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessments (SIA) were conducted by the Company during the current financial year, as there were no projects requiring such assessments under applicable laws.					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
The Company has not undertaken any projects during the current financial year that require ongoing Rehabilitation and Resettlement (R&R) activities.						

3. **Describe the mechanisms to receive and redress grievances of the community.**

The Company has put in place structured mechanisms to receive and address grievances from the local community. A register is maintained during outreach visits to the surrounding areas of its operational units, allowing residents to record concerns or submit written complaints. These are periodically reviewed and resolved by the designated team. Additionally, the CSR team maintains ongoing engagement with local communities through its initiatives in areas such as health, education, sanitation, skill development, and environmental sustainability. The Company also accepts feedback via its website through the “Contact Us” page, ensuring accessibility and responsiveness to community needs.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	6%	5%
Directly from within India	64%	74%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	9%	28%
Semi – urban	38%	23%
Urban	37%	49%
Metropolitan	16%	0%

## LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
There was no Social Impact Assessment (SIA) conducted during the reporting period. Accordingly, no negative social impacts were formally identified, and no specific mitigation actions were required in this context. The Company remains committed to identifying and addressing any potential social impacts through appropriate assessments and stakeholder engagement in future projects or expansions where applicable.	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No) –
- (b) From which marginalized /vulnerable groups do you procure? –
- (c) What percentage of total procurement (by value) does it constitute? –

The Company follows a uniform procurement process based on its Supplier Code of Conduct, with decisions guided by quality, cost-effectiveness, and adherence to regulatory and ethical standards. There is no formal preference in place, the Company remains committed to inclusive practices and will continue to evaluate opportunities to support marginalized or underrepresented groups through its value chain in future.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared(Yes / No)	Basis of calculating benefit share
There were no intellectual properties owned or acquired by the Company during the current financial year that were based on traditional knowledge. Accordingly, no specific benefits were derived or shared in this regard.				

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Supported in Healthcare, Education, Social Welfare, etc.	Refer Note	Refer Note

Due to the nature of CSR projects, precisely quantifying the exact number of beneficiaries can be challenging. However, the Company has ensured that these projects are tailored to support marginalized and vulnerable groups, addressing their specific needs and enhancing their well-being.

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**ESSENTIAL INDICATORS**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has established a structured and responsive mechanism to receive and address consumer complaints and feedback in a timely and effective manner. Customers can share their concerns through multiple channels. The official website features a dedicated 'Contact Us' section, where consumers can submit product-related queries, concerns, or feedback. In addition, consumers may also reach out via email or courier to register their inputs.

All customer submissions are systematically tracked through an internal monitoring system to ensure prompt acknowledgment and resolution. Each complaint or feedback item is reviewed in detail, with relevant departments looped in for timely action. The Company also performs periodic analysis of consumer feedback to identify recurring issues, which informs improvements to products, packaging, or customer service processes.

Corrective and preventive actions are planned and implemented based on the nature of the concerns received. This approach not only helps in resolving individual complaints but also contributes to overall product and service enhancement.

The Company is committed to delivering high standards of quality and customer satisfaction. It views consumer feedback as a critical input for continuous improvement and strives to maintain transparency, responsiveness, and long-term trust in all customer interactions.

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a Percentage of total Turnover
Environmental and social parameters relevant to the product	Not applicable – The Company's pharmaceutical products are prescribed by licensed medical professionals and do not typically involve specific environmental or social parameters in their end-use. As such, there is no product turnover attributable to this category.
Safe and responsible usage	A significant portion of the Company's turnover is derived from pharmaceutical formulations, all of which include statutory and essential information on packaging and labeling. This includes guidance on dosage, administration, storage conditions, and expiry, ensuring that consumers and healthcare providers can use the products safely and responsibly.
Recycling and/or safe disposal	Not applicable – The products do not carry any information beyond regulatory requirements regarding recycling or disposal. However, the Company complies with all applicable environmental regulations, including those issued by Pollution Control Boards and, where relevant, Extended Producer Responsibility (EPR) guidelines.

**3. Number of consumer complaints in respect of the following:**

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Unfair Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Other	-	-	-	-	-	-

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, the Company has an Enterprise Risk Management (ERM) framework in place that includes coverage of cyber security risks and data privacy concerns as part of its broader approach to risk identification, assessment, mitigation, and monitoring.

The Risk Management Committee is responsible for formulating and overseeing a risk management policy that explicitly includes measures for addressing information security and cyber security risks. This includes setting up internal control systems, monitoring implementation of mitigation plans, and ensuring periodic review of emerging risks, including those related to data protection and digital operations.

Though the Company does not currently have a separate, publicly available policy document solely dedicated to cyber security, relevant risks are incorporated within its Risk Management Policy, which aligns with ISO 31000:2018 standards and follows good practices recommended by the Committee of Sponsoring Organizations (COSO).

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

During the reporting period, no significant issues were identified that required corrective actions in relation to advertising practices, delivery of essential services, or cyber security and data privacy of customers.

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches- Nil
- b. Percentage of data breaches involving personally identifiable information of customers – Nil
- c. Impact, if any, of the data breaches- Not Applicable

## LEADERSHIP INDICATORS

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information related to the Company's pharmaceutical products and their market performance is primarily accessed by stakeholders through specialized platforms such as ORG, Pharmatrac, Pharmarack, IQVIA, and S&P Global, which provide subscription-based insights into sales data, market share, and product positioning across various marketing companies. Additionally, product-level information is provided on the carton and in the product leaflet, in compliance with applicable regulatory requirements.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Each pharmaceutical product is packaged with a leaflet enclosed within the carton, containing essential details such as indications, dosage, administration guidelines, storage conditions, contraindications, and warnings. Consumers are advised to consult their physician or healthcare provider for any additional information. This approach ensures that usage remains informed and aligned with medical advice.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

In line with regulatory obligations, especially those mandated by the National Pharmaceutical Pricing Authority (NPPA), the Company has mechanisms in place to disclose the discontinuation of any scheduled formulation. In such cases, appropriate authorities are informed in a timely manner, and public notices may be issued to relevant stakeholders to ensure transparency and minimize consumer impact.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

The Company complies strictly with all regulatory requirements related with labeling and packaging of pharmaceutical products. Product information including dosage, expiry date, batch number, and storage conditions is displayed as per statutory norms, and no additional non-mandated information is printed on packaging.

Also, The Company has not conducted any formal consumer satisfaction survey during the reporting period. However, in the case of new drug approvals, Post-Marketing Surveillance (PMS) studies, as mandated by the Drugs Controller General of India (DCGI), are carried out to monitor product performance, safety, and efficacy in the market. Additionally, any consumer complaints received are internally investigated, and detailed investigation reports are prepared and addressed by the manufacturer.