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	www.bajajhealth.com
9	Financial Year for which reporting is being done	FY 2025-2026
10	Name of the Stock Exchange(s) where shares are listed	- National Stock Exchange of India Limited - BSE Limited
11	Paid-up Capital	Rs. 16,83,13,305
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)	The disclosures presented in this Business Responsibility and Sustainability Report (BRSR) have been prepared on a standalone basis and cover the business operations of Bajaj Healthcare Limited (BHL) only. The report does not include the performance or disclosures of any subsidiaries, joint ventures, associates or other entities forming part of the consolidated financial statements.
14	Name of assurance provider	Not Applicable for the current reporting year. Assurance will be obtained in the year of applicability, as required.
15	Type of assurance obtained	

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?

BHL continued to cater to international markets through its export operations during FY 2025-26, supplying pharmaceutical products to customers across regulated and semi-regulated geographies. Export sales contributed approximately 31% of the Company's total turnover during the reporting year.

c. A brief on types of customers

BHL serves a diversified customer base across the pharmaceutical and healthcare value chain. Our customers include pharmaceutical manufacturers, formulation companies, contract development and manufacturing organizations (CDMOs), nutraceutical companies and institutional buyers requiring high-quality Active Pharmaceutical Ingredients (APIs), pharmaceutical intermediates and finished dosage formulations. We also cater to customers in domestic as well as international markets, including regulated and semi-regulated geographies, through our export business.

IV. Employees

20. Details 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)
	EMPLOYEES					
1.	Permanent (D)	814	736	90.42%	78	9.58%
2.	Other than Permanent (E)	70	60	85.71%	10	14.29%
3.	**Total employees (D + E)**	**884**	**796**	**90.05%**	**88**	**9.95%**
	WORKERS					
4.	Permanent (F)	135	135	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total workers (F + G)**	**135**	**135**	**100%**	**0**	**0%**

b. Differently abled Employees and Workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	10	3	30%
Key Management Personnel**	6	2	33.33%

*Board of Directors consists of 5 Non-Executive Independent Director, 1 Chairman & Managing Director, 1 Managing Director, 2 Whole time Directors, 1 Non-Executive Non-Independent Director.

**Key Management Personnel includes 2 Managing Directors, 2 Whole Time Directors, Company Secretary and Chief Financial Officer.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.37%	43.21%	33.39%	3.2%	4.6%	3.9%	20%	39%	21%
Permanent Workers	1.48%	0%	1.48%	0.9%	0.6%	0.7%	8%	0%	8%

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 Business Responsibility initiatives of the listed entity? (Yes/No)
The Company has no Holding, Subsidiary, Associate Companies or Joint Venture.				

VI. CSR Details

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

a. Turnover (in Rs.) – Rs. 611,03,13,800

b. Net worth (in Rs.) – Rs. 533,00,23,000

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 2025-26 Current Financial Year			FY 2024-25 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 raise grievances during field visits through the complaint register maintained by BHL. Grievances may also be submitted through the "Contact Us" page available on our website.	0	0	Not Applicable	0	0	Not Applicable

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 2025-26 Current Financial Year			FY 2024-25 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
Investors (other than shareholders)	Yes. We have a dedicated investor grievance mechanism through our Investor Relations function, enabling timely resolution of investor concerns.	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Yes. Shareholders may submit their queries and grievances through the designated investor contact details and email channels available on our website.	2	0	Not Applicable	0	0	Not Applicable
Employees and workers	Yes. We have a Whistle Blower Policy that enables employees and workers to report grievances confidentially through email, written submissions or the internal reporting channels established by BHL.	2	0	Not Applicable	0	0	Not Applicable
Customers	Yes. Customers can submit product or service-related grievances through the "Quality Complaints & Enquiry" form and other contact modes made available by BHL.	0	0	Not Applicable	0	0	Not Applicable
Value Chain Partners	Yes. Value chain partners can raise grievances through email at bajajhealth@bajajhealth.com or by using the contact details made available on our 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	Climate change may result in physical risks such as extreme weather events, water availability challenges and operational disruptions, while evolving climate-related regulations and stakeholder expectations may increase transition risks.	The Company has implemented Disaster Management Plans across its manufacturing locations and continues to strengthen climate resilience through Zero Liquid Discharge (ZLD) systems at select facilities, renewable energy utilisation, water conservation measures, emergency preparedness, environmental monitoring and compliance with applicable environmental regulations.	Negative
2	Energy Conservation / Efficiency	Opportunity	Improving energy efficiency supports operational excellence, lowers energy costs and contributes towards reducing greenhouse gas emissions.	The Company continues to optimise energy consumption through solar power generation, energy-efficient lighting systems, thermal insulation of process equipment, equipment optimisation and regular monitoring of energy performance across its manufacturing facilities.	Positive
3	Product Quality & Safety	Risk	Failure to maintain product quality and safety may result in regulatory action, product recalls, reputational damage and adverse impacts on patient health.	The Company maintains robust quality management systems supported by GMP requirements, quality assurance processes, pharmacovigilance, Post-Marketing Surveillance (where applicable), customer complaint handling mechanisms and regular quality reviews to ensure product quality and regulatory compliance.	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)
4	Innovation and R&D	Opportunity	Continuous innovation and process improvement strengthen competitiveness, improve manufacturing efficiency and support sustainable business growth.	The Company continues to strengthen its DSIR-recognised R&D capabilities by developing efficient and non-infringing manufacturing processes, improving process efficiency and supporting the development of high-quality pharmaceutical products aligned with evolving market requirements.	Positive
5	ESG Compliance & Transparency	Risk	Increasing stakeholder expectations and evolving ESG regulations require robust governance, transparent disclosures and responsible business practices.	The Company has established an ESG governance framework supported by Board oversight, internal policies, periodic monitoring of ESG parameters, responsible business practices and transparent sustainability reporting to strengthen regulatory compliance and stakeholder confidence.	Negative
6	Stakeholder Engagement	Risk	Inadequate engagement with key stakeholders may impact business continuity, reputation and the Company's ability to respond to evolving stakeholder expectations.	The Company maintains continuous engagement with employees, customers, suppliers, investors, regulators and communities through structured communication channels, grievance mechanisms, stakeholder consultations and CSR initiatives, while integrating stakeholder feedback into business decisions wherever appropriate.	Negative
7	Occupational Health & Safety	Risk & Opportunity	Unsafe workplaces may lead to injuries, operational disruptions and regulatory consequences, while a strong safety culture enhances employee well-being, productivity and operational resilience.	The Company has implemented an Occupational Health and Safety Management System supported by Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Work Permit Systems, Safety Committees, emergency response plans, periodic audits, training programmes and regular mock drills.	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)
8	Human Capital	Risk & Opportunity	Attracting, developing and retaining skilled talent is essential for sustaining operational excellence and long-term business growth.	The Company promotes employee development through structured performance reviews, technical and behavioural training programmes, employee welfare initiatives, grievance redressal mechanisms, equal opportunity practices and continuous learning opportunities.	Positive & Negative
9	Corporate Governance	Risk	Weak governance practices may expose the Company to regulatory action, reputational risks and loss of stakeholder confidence.	The Company maintains a strong governance framework through Board oversight, Board Committees, Code of Conduct, Whistle-Blower Policy, Enterprise Risk Management framework, periodic policy reviews and regulatory compliance monitoring.	Negative
10	Community Relations	Opportunity	Positive engagement with local communities supports the Company's social licence to operate, strengthens stakeholder trust and contributes to long-term sustainable growth.	The Company implements CSR initiatives focused on healthcare, education, social welfare, community development and other social causes while maintaining structured community engagement and grievance redressal mechanisms.	Positive
11	Diversity and Inclusion	Opportunity	An inclusive workplace strengthens employee engagement, supports innovation and enhances organisational performance.	The Company promotes equal opportunity, non-discrimination and respect for human rights through its Code of Conduct, Human Rights Policy, fair employment practices, accessibility initiatives and inclusive workplace culture.	Positive
12	Digital Security & Data Privacy	Risk	Cyber threats and data privacy incidents may disrupt business operations, expose sensitive information and adversely impact stakeholder trust.	The Company addresses cyber security and information security risks through its Enterprise Risk Management framework, Risk Management Committee oversight, internal control systems, information security measures and periodic review of emerging cyber risks.	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	We have adopted a comprehensive policy framework that aligns with the principles and core elements of the National Guidelines on Responsible Business Conduct (NGRBC). Our key policies, including the Whistle Blower Policy, Code of Conduct, CSR Policy, Human Rights Policy, Environmental Policy and Occupational Health & Safety Policy, collectively support responsible business conduct across our operations. These policies guide us in upholding ethical business practices, protecting the environment, respecting human rights, ensuring workplace health and safety, engaging responsibly with stakeholders and contributing towards sustainable and inclusive growth.								
b. Has the policy been approved by the Board? (Yes/No)	Yes. All statutory policies required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 have been duly approved by our Board of Directors. In addition, our Board and senior management have approved various voluntary policies that reinforce our commitment to responsible business practices and support the implementation of the principles of the National Guidelines on Responsible Business Conduct (NGRBC).								
c. Web Link of the Policies, if available	https://www.bajajhealth.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. We have translated our Board-approved policies into detailed internal procedures, standard operating procedures (SOPs), manuals and functional directives that are implemented across our operations. We also conduct periodic training programmes, internal audits and reviews to support effective implementation, compliance and continual improvement.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. We expect our value chain partners, including suppliers, contractors and service providers, to adhere to the principles set out in our key policies, particularly those relating to ethical business conduct, human rights, environmental responsibility and occupational health and safety.								
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.	Our key certifications, licences and standards include: ❖ ISO 9001:2015 – Quality Management System. ❖ WHO-GMP / GMP Certification – Good Manufacturing Practices for Active Pharmaceutical Ingredients (APIs) and formulations. ❖ FSSC 22000 – Food Safety System Certification, an internationally recognised food safety management standard. ❖ Star-K and OK Kosher Certifications – International kosher certifications for ingredients and products supplied to specific global markets. ❖ Halal Certification – Certifies that products comply with Islamic dietary requirements, supporting access to global halal markets. ❖ FSSAI Licence – Licence issued by the Food Safety and Standards Authority of India for food and nutraceutical products in accordance with applicable regulatory requirements.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have established strategic commitments that support responsible business conduct and long-term sustainable growth. Our key commitments include: ❖ Promoting inclusive hiring practices and ensuring fair treatment across all levels of the organisation, while encouraging continuous learning and professional development. ❖ Strengthening employee wellness and mental health initiatives, supporting work-life balance and providing opportunities for upskilling and career development. ❖ Reducing our environmental footprint by optimising resource consumption, minimising emissions, promoting digitalisation and integrating sustainability considerations into our business operations. ❖ Maintaining compliance with internationally recognised certifications and standards, including ISO 9001, GMP, FSSC 22000, HACCP, Halal and Kosher certifications, while ensuring consistent quality across our manufacturing processes. ❖ Undertaking social responsibility initiatives with a focus on healthcare, education, skill development and environmental sustainability in underserved communities.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During the reporting period, we continued to make steady progress towards our strategic ESG commitments through focused initiatives across environmental, social and governance areas. We further strengthened our people practices by promoting equal opportunity, maintaining a safe and inclusive workplace and investing in employee learning, occupational health and safety, and employee well-being through regular training programmes, health initiatives and structured grievance redressal mechanisms. Our efforts remained focused on fostering an engaged and capable workforce while supporting professional development across all levels of the organisation. On the environmental front, we continued to optimise resource consumption and improve operational efficiency through the ongoing use of renewable energy, energy-efficient equipment, water conservation measures, Zero Liquid Discharge (ZLD) systems at applicable manufacturing facilities and responsible waste management practices. We also continued initiatives aimed at reducing our greenhouse gas emissions and strengthening environmental compliance across operations. We maintained compliance with applicable regulatory requirements and internationally recognised certifications, including ISO 9001, GMP, FSSC 22000, HACCP, Halal and Kosher certifications, reinforcing our commitment to product quality, food safety, operational excellence and responsible manufacturing practices. During the year, we also continued to implement our CSR programmes in the areas of healthcare, education, social welfare, welfare of armed forces veterans and promotion of animal welfare. These initiatives were undertaken in accordance with our approved CSR plan and continued to create positive social impact in the communities where we operate. Overall, the Company remained on track in progressing towards its stated commitments during the reporting period, and no material deviations from the identified goals and targets were observed.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership and oversight									

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)

At Bajaj Healthcare Limited, we believe that responsible business practices are fundamental to creating sustainable long-term value for our stakeholders. As we continue to strengthen our position in the pharmaceutical industry, we remain committed to integrating environmental, social and governance (ESG) considerations into our business strategy, operational processes and decision-making framework.

The business environment continues to evolve with increasing stakeholder expectations, changing regulatory requirements and emerging risks associated with climate change, resource availability, digital security and responsible supply chains. These developments present both challenges and opportunities for our business. We recognise that proactively managing these areas is essential for building resilience, enhancing operational excellence and sustaining long-term growth.

During the year, we continued to strengthen our ESG framework through improvements in governance, responsible sourcing, occupational health and safety, human rights, stakeholder engagement and environmental management. We maintained our focus on enhancing energy efficiency, promoting renewable energy utilisation, strengthening waste and water management practices, implementing Zero Liquid Discharge systems at applicable facilities and reinforcing responsible manufacturing practices across our operations. We also continued to strengthen our supplier assessment processes, employee development initiatives and community engagement programmes while maintaining high standards of product quality, safety and regulatory compliance.

Looking ahead, we remain committed to improving our environmental performance by optimising resource consumption, enhancing operational efficiency and integrating sustainability considerations into our business practices. We will continue to strengthen our governance framework, foster an inclusive and safe workplace, engage responsibly with our stakeholders and promote transparency through meaningful ESG disclosures.

Our progress in sustainability is an ongoing journey. We remain committed to continually strengthening our ESG performance and creating long-term value for our customers, employees, investors, business partners, communities and the environment through responsible and ethical business conduct.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anil C. Jain Managing Director
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.	Yes. Mr. Sajankumar R. Bajaj, Chairman & Managing Director, is responsible for decision-making on sustainability-related matters. He provides strategic guidance and oversight on environmental, social and governance (ESG) matters, ensuring that sustainability considerations are integrated into our long-term business strategy and operational decision-making.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Board of Directors and senior management									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Designated functional teams with oversight by senior management									Ongoing								

	P1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	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	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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 Key Managerial Personnel	1	The Company organized a comprehensive familiarization program for its Board of Directors (BODs). This program encompassed a range of topics, including: ❖ Overview of the Company ❖ Duties, Role & Responsibilities of Independent Director ❖ Latest Amendment in the SEBI Listing Regulations including Insider Trading Regulations ❖ Circular issued by National Financial Reporting Authority (NFRA) ❖ Overview of the New Labour Code, 2025	100%
Employees other than BoD and KMPs	9	The Company conducted various training and awareness programmes including POSH Awareness, Health & Safety related topics, skill enhancement, Compliance Updates, etc.	100%
Workers	7		

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 Requirements) 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.**

Yes. We are committed to conducting our business with the highest standards of integrity, honesty, transparency and ethical conduct. While we do not have a standalone Anti-Corruption or Anti-Bribery Policy, our Code of Conduct lays down the principles and standards that govern ethical behaviour across our operations and serves as the primary framework for preventing bribery, corruption and other unethical business practices.

Our Code of Conduct requires all directors and employees to act with integrity in all business dealings and comply with applicable laws, rules and regulations. It provides guidance on maintaining ethical standards in interactions with customers, suppliers, business partners, government authorities and other stakeholders. The Code also addresses key aspects of responsible business conduct, including avoidance of conflicts of interest, protection of Company assets and confidential information, fair dealing, compliance with legal and regulatory requirements, and responsible decision-making.

Further, the Code encourages the reporting of any actual or suspected unethical conduct, violations of the Code or applicable laws through the prescribed reporting mechanism, enabling concerns to be raised without fear of retaliation. Through these principles and reporting mechanisms, we seek to foster a culture of accountability, integrity and compliance across BHL.

Our Code of Conduct is available on our website and can be accessed at: Code of Conduct.

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

	FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
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.

During the reporting period, no instances of corruption or conflicts of interest resulting in any fines, penalties or actions by regulators, law enforcement agencies or judicial institutions were reported against BHL. Accordingly, no corrective actions were required or undertaken in this regard.

We continue to uphold high standards of ethical business conduct through our Code of Conduct, which provides guidance to our directors and employees on acting with integrity, avoiding conflicts of interest, complying with applicable laws and regulations, and conducting business in an ethical and transparent manner. The Code also provides mechanisms for reporting any actual or suspected unethical conduct or violations, enabling appropriate review and action, wherever necessary.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	106 Days	121 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:

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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	Not Applicable	Nil

No formal awareness or training programmes on the principles of the National Guidelines on Responsible Business Conduct (NGRBC) were conducted for our value chain partners during the reporting period. However, we continued to promote responsible business conduct through our routine engagement with suppliers, contractors and service providers, including vendor interactions, contractual requirements and supplier onboarding processes, wherever applicable.

We continue to evaluate opportunities to strengthen awareness on environmental, social and governance (ESG) and responsible business practices across our value chain in a manner that is aligned with our business requirements and the nature of our engagement with value chain partners. We remain committed to progressively enhancing awareness and fostering responsible and transparent business relationships across our value chain.

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. We have established measures to identify and manage conflicts of interest involving members of our Board through our Code of Conduct. The Code requires Directors to act in the best interests of BHL and conduct the affairs of the Company with integrity, honesty and fairness. Directors are expected to avoid situations where their personal, financial or other interests conflict, or may appear to conflict, with the interests of BHL.

Our Code of Conduct requires Directors to promptly disclose any actual, potential or perceived conflict of interest and comply with the applicable legal and regulatory requirements. It also provides guidance on maintaining independence in decision-making, exercising sound judgement and avoiding any activity or relationship that could compromise their objectivity or fiduciary responsibilities.

By establishing these principles, our Code of Conduct promotes transparency, accountability and ethical decision-making, thereby supporting effective management of conflicts of interest and reinforcing our commitment to high standards of corporate 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.

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	No specific research and development (R&D) investments were made towards technologies aimed at improving environmental or social outcomes during the reporting period.
Capex	-	-	No capital expenditure (Capex) was incurred towards technologies specifically intended to improve environmental or social impacts during the reporting period. However, BHL has made investments in environmental infrastructure in previous years, including inhouse solar plant, a water treatment plant, etc. which have contributed to reduce environmental impact. We remain committed to evaluating and undertaking such investments in line with our operational requirements and business priorities.

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

Yes. We have established a structured sustainable sourcing framework through our Supplier Code of Conduct and Supplier CSR Assessment and Audit processes, which guide supplier selection, onboarding and periodic evaluation. These frameworks communicate our expectations on ethical, environmental, social and governance practices and encourage suppliers to conduct their operations responsibly throughout their engagement with BHL.

Our Supplier Code of Conduct requires suppliers to comply with all applicable laws and regulations and uphold responsible business practices relating to prohibition of child labour, forced labour and human trafficking, equal employment opportunity, non-discrimination, fair wages and benefits, workplace health and safety, environmental protection, responsible use of energy, water and other natural resources, anti-bribery, confidentiality and ethical business conduct. Suppliers are also expected to communicate these requirements to their employees, undertake periodic self-evaluations, report suspected violations of the Code and affirm their compliance with the Code on an annual basis. The Code further provides that non-compliance may result in termination of the business relationship with the supplier.

To support implementation of these expectations, we undertake Supplier CSR Assessments and Supplier CSR Audits covering a broad range of sustainability parameters, including compliance with labour and employment laws, working conditions, human rights, occupational health and safety, environmental management, emergency preparedness, prevention of discrimination and harassment, business ethics, anti-bribery, conflict of interest, confidentiality, information security and regulatory compliance. These assessments enable us to evaluate supplier performance, identify improvement opportunities and encourage continual enhancement of sustainability practices across our supply chain.

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

We do not currently track the percentage of inputs sourced sustainably. However, we continue to strengthen our sustainable sourcing framework through implementation of our Supplier Code of Conduct and periodic Supplier CSR Assessments and Supplier CSR Audits. These processes enable us to encourage responsible business practices among our suppliers while supporting continuous improvement in environmental, social and governance performance across our supply chain.

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)-

Plastic packaging waste generated during our operations is segregated at source and managed through an established disposal process. Used plastic containers, bags and liners are collected separately and are either reused, wherever feasible, or handed over to authorised recyclers for further processing in accordance with applicable regulatory requirements. Disposal is carried out through approved waste management vendors, and plastic waste is managed in compliance with the applicable provisions of the Plastic Waste Management Rules.

(b) E-waste-

The nature of our operations results in limited generation of electronic waste. Obsolete electronic equipment and components are identified, segregated and disposed of through authorised e-waste recyclers in accordance with the E-Waste (Management) Rules. Appropriate records are maintained to ensure traceability and compliance throughout the disposal process.

(c) Hazardous waste-

Hazardous waste generated across our manufacturing locations is managed through documented operating procedures covering its collection, segregation, storage, transportation and disposal. Waste streams such as ETP sludge, spent carbon, used oil, spent solvents and other process residues are identified and stored in designated, labelled containers within authorised hazardous waste storage areas. Depending on the nature of the waste, final disposal is undertaken through authorised agencies using approved methods such as recycling, incineration, co-processing in cement kilns or reuse within the premises, wherever technically feasible and permitted under applicable regulations.

(d) Other waste-

Non-hazardous waste generated during operations is managed through appropriate segregation and disposal practices. Recyclable materials are channelled to authorised recyclers, while other waste streams are disposed of through approved methods in accordance with applicable environmental regulations and internal Environment, Health and Safety (EHS) procedures to minimise environmental impact.

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 in relation to post-consumer plastic waste arising from its packaging. We have established an EPR framework in accordance with the Plastic Waste Management Rules and the guidelines issued by the Central Pollution Control Board (CPCB) to facilitate the collection and environmentally sound management of plastic waste.

To fulfil our EPR obligations, we engage authorised plastic waste processors for the collection, transportation and end-of-life processing of eligible plastic waste. Our waste collection mechanism is aligned with the EPR plan submitted to the Pollution Control Boards, and we periodically monitor implementation to ensure continued compliance with applicable regulatory requirements. We also review our EPR practices from time to time to incorporate changes in the regulatory framework, wherever applicable.

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	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable	Not Applicable	Not Applicable	No	Not Applicable	Not Applicable

The Company has not undertaken a formal Life Cycle Assessment (LCA) for any of its products during the reporting period. While a comprehensive life cycle study has not been carried out, the Company continues to focus on improving the environmental performance of its manufacturing operations through efficient resource utilisation, pollution prevention measures and continual improvement of its environmental management practices. The Company will evaluate the feasibility of conducting Life Cycle Assessments for its products as its sustainability initiatives continue to evolve.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
The Company does not utilise recycled or reused input materials in its manufacturing processes, as the production of pharmaceutical products requires stringent quality, safety and regulatory compliance to ensure product integrity and patient safety. While recycled or reused input materials are not used in production, the Company continues to focus on improving resource efficiency by optimising manufacturing processes, minimising material losses and promoting responsible waste management practices across its operations.		

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company has not undertaken any product or packaging reclamation at the end of the product life cycle during the reporting period. Owing to the stringent quality, safety and regulatory requirements governing pharmaceutical products, end-of-life products and associated packaging are not reclaimed for reuse or recycling. Accordingly, there were no products or packaging materials reclaimed, reused, recycled or safely disposed of under a product take-back or reclamation programme during the reporting period.					
E-waste						
Hazardous waste						
Other waste						

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
The Company has not implemented a product take-back or end-of-life reclamation programme for its products or associated packaging materials. Accordingly, no products or packaging materials were reclaimed during the reporting period, and the percentage of reclaimed products and packaging materials across all product categories is Nil. This approach is consistent with the quality, safety and regulatory requirements governing the manufacture and distribution of pharmaceutical 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)
Permanent employees											
Male	736	736	100%	736	100%	0	0%	0	0%	0	0%
Female	78	78	100%	78	100%	78	100%	0	0%	0	0%
Total	**814**	**814**	**100%**	**814**	**100%**	**78**	**9.58%**	**0**	**0%**	**0**	**0%**
Other than permanent employees											
Male	60	60	100%	60	100%	0	0%	0	0%	0	0%
Female	10	10	100%	10	100%	10	100%	0	0%	0	0%
Total	**70**	**70**	**100%**	**70**	**100%**	**10**	**14.29%**	**0**	**0%**	**0**	**0%**

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)
Permanent workers											
Male	135	135	100%	135	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**135**	**135**	**100%**	**135**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.13%	0.21%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	100%	100%	Y	99.65%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	22.25%	23.33%	Y	29.95%	88.26%	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. We are committed to providing an inclusive and accessible workplace for all employees and workers in line with the provisions of the Rights of Persons with Disabilities Act, 2016. Our offices and manufacturing locations incorporate accessibility features to facilitate ease of movement and create a safe and supportive working environment for differently abled individuals.

We continue to review our workplace infrastructure and facilities to identify opportunities for improving accessibility and inclusivity. Through this approach, we strive to ensure that employees and workers are able to perform their roles with dignity, safety and equal opportunity, while maintaining compliance with applicable statutory requirements.

4. 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 an equitable, diverse and inclusive workplace where employment decisions are based solely on merit, qualifications, competence and business requirements. Through its Code of Conduct, the Company promotes a work environment that upholds the principles of equal opportunity, mutual respect, dignity and non-discrimination for all employees, including persons with disabilities.

The Code of Conduct prohibits discrimination or harassment on the basis of race, religion, caste, colour, nationality, gender, age, disability or any other characteristic protected under applicable laws. It also encourages fair employment practices, equal access to opportunities, respectful workplace behaviour and a culture where every employee is treated with dignity and respect. Employees are expected to maintain an inclusive work environment and promptly report any instances of discrimination, harassment or other inappropriate conduct through the prescribed grievance and whistleblower mechanisms.

The Company remains committed to complying with the applicable provisions of the Rights of Persons with Disabilities Act, 2016 and continues to promote an accessible and inclusive workplace that enables persons with disabilities to participate and contribute on an equal basis with others.

The Company's Code of Conduct, which incorporates these principles, is available at: Code of Conduct

5. 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

6. 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	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes	The Company has established grievance redressal mechanisms to enable permanent workers to raise workplace concerns in a fair, confidential and timely manner. Grievances may be reported through immediate supervisors, the Human Resources department or other designated management personnel, depending on the nature of the concern. Employees may also report unethical conduct, fraud, violations of the Code of Conduct or other improper practices through the Whistle-Blower Mechanism, which provides for confidential reporting and protection against retaliation. The Company endeavours to investigate all grievances promptly and take appropriate corrective action while maintaining confidentiality wherever required.
Other than Permanent workers	Yes	Contractual, temporary and other non-permanent workers have access to grievance redressal channels through their site supervisors, contractor representatives, Human Resources personnel or designated management officials. Concerns relating to workplace practices, safety, misconduct or unethical behaviour may also be reported through the Whistle-Blower Mechanism. The Company seeks to ensure that grievances are reviewed objectively and resolved in a timely and equitable manner.
Permanent employees	Yes	Permanent employees may raise grievances through their reporting managers, department heads, the Human Resources department or other designated grievance channels. Matters involving unethical conduct, fraud, corruption, violations of the Code of Conduct or other concerns may be reported under the Whistle-Blower Policy, which provides for confidential reporting, impartial investigation and protection against victimisation of whistle-blowers acting in good faith. Employees are also able to report concerns relating to discrimination or harassment through the appropriate internal mechanisms, wherever applicable.
Other than Permanent employees	Yes	Probationers, trainees, apprentices and fixed-term employees have access to the same grievance redressal framework available to permanent employees. Workplace concerns may be raised through supervisors, Human Resources or designated management personnel, while matters involving unethical conduct or policy violations may be reported through the Whistle-Blower Mechanism. The Company is committed to ensuring that all grievances are acknowledged, assessed and addressed fairly, irrespective of the nature of employment.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	814	0	0%	743	0	0%
- Male	736	0	0%	689	0	0%
- Female	78	0	0%	54	0	0%
Total Permanent workers	135	135	100%	175	134	76.57%
- Male	135	135	100%	171	134	78.36%
- Female	0	0	0%	4	0	0%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	736	736	100%	736	100%	689	689	100%	689	100%
Female	78	78	100%	78	100%	54	54	100%	54	100%
Total	**814**	**814**	**100%**	**814**	**100%**	**743**	**743**	**100%**	**743**	**100%**
Workers										
Male	135	135	100%	135	100%	171	171	100%	171	100%
Female	0	0	0%	0	0%	4	4	100%	4	100%
Total	**135**	**135**	**100%**	**135**	**100%**	**175**	**175**	**100%**	**175**	**100%**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	736	736	100%	689	689	100%
Female	78	78	100%	54	54	100%
Total	**814**	**814**	**100%**	**743**	**743**	**100%**
Workers						
Male	135	135	100%	171	171	100%
Female	0	0	0%	4	4	100%
Total	**135**	**135**	**100%**	**175**	**175**	**100%**

10. 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 an Occupational Health and Safety Management System (OHSMS) across its manufacturing facilities to provide a safe and healthy working environment for employees, workers and other personnel operating within its premises. The system is designed to ensure compliance with applicable health, safety and environmental regulations while promoting the proactive identification, assessment and mitigation of workplace risks.

The OHSMS covers routine and non-routine activities across manufacturing operations, including production, maintenance, engineering activities, chemical handling, equipment installation, waste management and emergency response. The implementation of the system is supported by documented Standard Operating Procedures (SOPs), periodic safety audits, regular training programmes and oversight by cross-functional safety committees comprising representatives from various functions as well as worker representatives. Through this structured framework, the Company strives to continually strengthen its occupational health and safety performance across all operational locations.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company follows a systematic approach to identifying workplace hazards and assessing risks as part of its Occupational Health and Safety Management System. Routine activities are evaluated through Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), periodic workplace inspections, internal safety audits and investigation of incidents and near misses. Safety personnel use standardised inspection checklists and encourage employee participation in identifying unsafe conditions and recommending corrective actions.

For non-routine activities, such as equipment installation, maintenance shutdowns and process modifications, the Company follows a structured Work Permit System supported by pre-job risk assessments to ensure appropriate control measures are implemented before work commences. Where applicable, HAZOP studies and emergency mock drills are conducted to evaluate process safety risks and strengthen emergency preparedness. This integrated risk management framework enables the Company to proactively identify hazards and implement suitable preventive and corrective measures across its operations.

c. 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 established mechanisms that enable employees and workers to promptly report unsafe conditions, hazardous practices and potential workplace risks. Hazards may be reported to supervisors, designated safety personnel or other authorised representatives through established reporting channels, enabling timely investigation and implementation of corrective and preventive actions.

The Company also encourages workers to immediately withdraw from situations that present an imminent risk to their health or safety until appropriate control measures have been implemented. Regular safety awareness programmes and training sessions reinforce these reporting mechanisms and promote active participation in maintaining a safe and healthy workplace.

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

Yes. The Company provides employees and workers with access to non-occupational medical and healthcare services as part of its employee well-being initiatives. These services include periodic general health check-ups, onsite first-aid facilities, emergency medical assistance and access to medical consultation and treatment through empanelled healthcare institutions, wherever applicable.

In addition to supporting occupational health requirements, these initiatives are intended to promote the overall health, well-being and welfare of employees and workers, ensuring timely access to medical care and preventive healthcare services.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (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

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is committed to providing a safe, healthy and secure workplace by embedding occupational health and safety considerations into its day-to-day operations. Through its Occupational Health and Safety Management System (OHSMS), the Company adopts a preventive approach towards identifying, assessing and managing workplace risks while ensuring compliance with applicable statutory and regulatory requirements.

Health and safety governance is supported through cross-functional Safety Committees established at operational locations, comprising representatives from key departments and worker representatives. These committees periodically review safety performance, monitor incident trends, evaluate corrective and preventive actions and recommend measures for continual improvement. The Company has also developed site-specific Standard Operating Procedures (SOPs) covering various operational activities to ensure that work is carried out in a safe and controlled manner.

To minimise workplace risks, the Company undertakes structured hazard identification and risk assessment through processes such as Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), routine workplace inspections and incident investigations. Non-routine and high-risk activities are carried out under a structured Work Permit System supported by pre-job risk assessments and appropriate safety controls. Process safety is further strengthened through HAZOP studies and periodic emergency preparedness drills, wherever applicable.

The Company encourages active participation of employees and workers in maintaining a safe workplace by providing established channels for reporting unsafe conditions, hazards and near misses. These reporting mechanisms are supported by regular safety awareness programmes and training sessions covering areas such as machine safety, chemical handling, use of personal protective equipment, emergency response and safe work practices. The Company also conducts periodic internal safety audits to monitor compliance with established procedures and identify opportunities for continuous improvement.

In addition to occupational safety measures, the Company promotes employee well-being by providing access to first-aid facilities, emergency medical assistance, periodic health check-ups and medical consultation through empanelled healthcare facilities, wherever applicable. Through these initiatives, the Company seeks to strengthen its safety culture, safeguard the health and well-being of its workforce and maintain a safe and resilient working environment across its operations.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	2	0	Not Applicable	0	0	Not Applicable

14. Assessments for the year:

Indicate product category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%
Working Conditions	100%

15. 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 adopts a proactive approach towards identifying and addressing health and safety risks through periodic safety audits, workplace inspections, hazard identification exercises and risk assessments conducted across its manufacturing facilities. Observations arising from these assessments are systematically evaluated, and appropriate corrective and preventive actions are implemented to strengthen workplace safety and minimise operational risks.

During the reporting period, the Company continued to undertake process improvements, implement engineering and administrative controls, reinforce compliance with Standard Operating Procedures (SOPs) and strengthen monitoring mechanisms across its manufacturing locations. Findings from safety assessments were also used to identify opportunities for enhancing operational controls and improving overall safety performance.

In addition, regular safety awareness programmes and refresher training sessions were conducted to reinforce safe work practices, improve employee awareness and strengthen emergency preparedness. The effectiveness of corrective actions is periodically reviewed through follow-up inspections, internal audits and safety committee meetings, ensuring continual improvement in the Company's occupational health and safety management practices.

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 its employee welfare and insurance programmes. These include coverage under the Group Accidental Insurance Policy, Term Life Insurance Plan and Workmen Compensation Policy, as applicable. In the unfortunate event of the death of an employee or worker, the applicable insurance and compensation benefits provide financial assistance and support to the nominated beneficiaries in accordance with the terms of the respective policies and applicable statutory requirements.

These measures form part of the Company's commitment to providing social security and financial protection to its workforce while promoting employee welfare and well-being.

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 expects its value chain partners to comply with all applicable statutory and regulatory requirements as part of its responsible procurement and supplier management practices. Compliance with applicable labour laws, statutory obligations and ethical business practices is incorporated into the Company's supplier expectations and forms an integral part of its engagement with value chain partners.

The Company further reinforces these expectations through its Supplier Code of Conduct, which requires suppliers to comply with applicable laws and regulations and uphold responsible business practices. Supplier compliance is also evaluated through periodic Supplier CSR Assessments and Supplier CSR Audits, enabling the Company to promote greater transparency, accountability and regulatory compliance across its 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	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 extends transition assistance to employees to facilitate career transitions arising from retirement or separation from employment. These initiatives are intended to support employees in managing the transition in a structured and dignified manner while promoting continued employability and smooth adjustment to post-employment opportunities, wherever applicable.

The Company remains committed to supporting its employees throughout the employment lifecycle and endeavours to provide appropriate guidance and assistance during career transitions in accordance with its internal policies and practices.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	More than 50%
Working Conditions	More than 50%

The Company periodically assesses critical value chain partners, representing more than 50% of the value of business undertaken with such partners, to evaluate their health and safety practices and working conditions. These assessments are carried out through the Supplier CSR Assessment and Supplier CSR Audit framework and are supported by the requirements prescribed under the Supplier Code of Conduct.

The assessments cover various aspects of workplace health and safety, statutory compliance, labour practices, working conditions, human rights, emergency preparedness and environmental management. Suppliers are also evaluated for compliance with applicable legal requirements, implementation of appropriate safety measures, provision of safe working conditions and adherence to ethical business practices. These assessments enable the Company to identify improvement opportunities, strengthen supplier performance and promote responsible business practices across its value chain.

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.**

During the reporting period, no significant risks or concerns relating to the health and safety practices or working conditions of assessed value chain partners were identified that required material corrective action. Nevertheless, the Company continues to engage proactively with its suppliers through periodic Supplier CSR Assessments and Supplier CSR Audits to encourage continual improvement and reinforce compliance with the expectations set out in the Supplier Code of Conduct.

Where assessment observations or improvement opportunities are identified, the Company works collaboratively with the concerned suppliers to address the findings through appropriate corrective and preventive measures. Progress is monitored through follow-up assessments and ongoing supplier engagement, supporting continual enhancement of workplace health and safety standards and responsible business practices across the value chain.

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 follows a structured approach to identify and prioritise its key stakeholder groups by assessing the nature of their relationship with the business, the extent to which they influence the Company's operations and decision-making, and the actual or potential impact of the Company's activities on them. This process enables the Company to recognise stakeholders whose interests are integral to its long-term business success and sustainable value creation.

Based on this assessment, the Company's key stakeholder groups include employees and workers, customers, suppliers and other business partners, investors and shareholders, regulatory and government authorities, local communities and other relevant institutions. The identification and prioritisation of stakeholders are reviewed periodically to reflect changes in the business environment, regulatory developments and evolving stakeholder expectations.

The Company engages with its stakeholders through various formal and informal channels, including regular meetings, consultations, customer interactions, supplier engagements, employee communication forums, investor communications, grievance redressal mechanisms and regulatory interactions. Feedback and insights received through these engagement platforms are considered while developing business strategies, strengthening risk management practices, improving operational performance and enhancing the Company's sustainability initiatives. Through this continuous engagement process, the Company seeks to foster transparent, collaborative and long-term relationships with its stakeholders.

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, employee meetings, training programmes, webinars, newsletters, notice boards, employee portals, one-on-one interactions	Regular and ongoing	To communicate organisational objectives, workplace policies, health and safety requirements, performance management, learning and development opportunities, employee well-being initiatives and grievance redressal mechanisms. Feedback received supports workforce engagement, capability development and continuous improvement.
Suppliers & Vendors	Yes (particularly MSMEs)	Emails, supplier meetings, contracts and agreements, Supplier Code of Conduct, Supplier CSR Assessments and Audits, vendor evaluations	Periodic and need-based	To discuss procurement requirements, product quality, delivery schedules, statutory and regulatory compliance, responsible sourcing practices, adherence to the Supplier Code of Conduct, ESG expectations, payment processes and supplier capability development.
Shareholders & Investors	No	Annual Report, Annual General Meeting, stock exchange disclosures, investor presentations, emails, Company website	Quarterly, half-yearly, annually and event-based	To provide updates on financial performance, business strategy, corporate governance, regulatory developments, sustainability initiatives, ESG performance and long-term value creation, while addressing investor queries and obtaining feedback.
Customers	No	Direct interactions, emails, Company website, enquiry portals, customer meetings, plant visits, feedback mechanisms and surveys	Regular and need-based	To understand customer expectations relating to product quality, product safety, timely delivery, technical support, pricing, complaints handling, regulatory compliance and new product requirements, while strengthening long-term customer relationships.
Government & Regulatory Authorities	No	Regulatory filings, statutory submissions, inspections, meetings, emails and official correspondence	Periodically, as required under applicable laws	To ensure regulatory compliance, obtain statutory approvals and licences, facilitate inspections, submit statutory returns and engage on matters relating to legal, environmental and industry-specific regulatory requirements.
Communities & NGOs	Yes	Community meetings, CSR programmes, stakeholder consultations, site visits, NGO partnerships and Company website	Periodic and need-based	To understand community expectations and implement CSR initiatives focused on healthcare, education, sanitation, infrastructure development, environmental stewardship and community welfare, while addressing concerns through appropriate engagement and grievance 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 has established mechanisms to facilitate stakeholder engagement on economic, environmental and social matters through a combination of Board-level committees and management-led interactions. While day-to-day stakeholder consultations are primarily undertaken by the respective functional and departmental heads, significant matters and stakeholder feedback are periodically consolidated by senior management and presented to the Board and its Committees for review and guidance, wherever applicable.

The Stakeholders' Relationship Committee provides oversight on matters concerning shareholders and investors, including investor services, share-related matters and stakeholder grievances, while the CSR Committee oversees community development initiatives and reviews stakeholder inputs relevant to the Company's CSR programmes. In addition, the Company engages with employees, customers, suppliers, regulatory authorities and local communities through various communication and consultation channels to understand their expectations and address matters relevant to business operations and sustainability.

Feedback received through these engagement mechanisms is considered during strategic decision-making, policy development, risk management and operational planning. The Company also provides dedicated communication channels, including its investor relations email, investors@bajajhealth.com, to facilitate timely engagement with shareholders and investors.

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 forms an important part of the Company's approach to identifying, assessing and managing environmental and social topics. The Company regularly engages with employees, suppliers, customers, investors, local communities and regulatory authorities to understand their expectations, identify emerging concerns and strengthen its sustainability practices.

Inputs received through supplier assessments and engagements are considered while reinforcing responsible sourcing practices, supplier compliance expectations and workplace health and safety requirements. Feedback from employees contributes to continual improvements in workplace policies, health and safety initiatives and employee welfare programmes, while engagement with local communities helps shape the planning and implementation of CSR initiatives to address local development priorities. Customer interactions also provide valuable insights for enhancing product quality, customer service and responsible business practices.

The Company periodically reviews stakeholder feedback and incorporates relevant observations into its policies, operational practices and sustainability initiatives, enabling it to respond effectively to evolving stakeholder expectations and create long-term value for its stakeholders.

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

The Company engages with vulnerable and marginalised stakeholder groups, particularly communities located in and around its areas of operation, to understand their needs and support inclusive community development. Through regular interactions, community consultations and CSR initiatives, the Company identifies priority areas where its interventions can create meaningful social impact.

Based on the needs identified through these engagements, the Company has undertaken initiatives in areas such as healthcare, sanitation, education and community welfare. These include organising health camps, supporting access to healthcare services, promoting hygiene and sanitation awareness, improving community infrastructure and supporting educational initiatives through the provision of learning resources and other assistance. The Company continues to engage with community representatives and implementing partners to assess local needs, monitor the effectiveness of its initiatives and enhance the impact of its CSR programmes over time.

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 2025-26 (Current Financial Year)			FY 2024-25 (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	814	814	100%	743	743	100%
Other than permanent	70	70	100%	92	92	100%
Total Employees	**884**	**884**	**100%**	**835**	**835**	**100%**
Workers						
Permanent	135	135	100%	175	175	100%
Other than permanent	0	0	100%	208	208	100%
Total Workers	**135**	**135**	**100%**	**383**	**383**	**100%**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	736	16	2.17%	720	97.83%	689	0	0%	689	100%
Female	78	1	1.28%	77	98.72%	54	0	0%	54	100%
Other than permanent										
Male	60	9	15%	51	85%	72	72	100%	0	0%
Female	10	0	0%	10	100%	20	20	100%	0	0%
Workers										
Permanent										
Male	135	0	0%	135	100%	171	0	0%	171	100%
Female	0	0	0%	0	0%	4	0	0%	4	100%
Other than permanent										
Male	0	0	0%	0	0%	185	185	100%	0	0%
Female	0	0	0%	0	0%	23	23	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	Rs. 84032004	1	Rs. 5043288
Key Managerial Personnel	4	Rs. 89960052	2	Rs. 6078840
Employees other than BoD and KMP	796	Rs. 391762269	88	Rs. 42376864
Workers	135	Rs. 53334261	0	Rs. 0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to female as % of total wages	8.14%	6%

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 providing oversight on matters relating to human rights across its operations. The Managing Director, together with the senior management team, oversees the implementation of the Company's human rights commitments and ensures that business operations are conducted in a manner that respects the dignity, rights and well-being of employees, workers and other stakeholders.

The Company promotes a culture of ethical conduct and respect for human rights through its Code of Conduct and Whistle-Blower Policy, which establishes clear expectations for responsible business behaviour and provide mechanisms for reporting concerns relating to discrimination, harassment, unethical conduct, workplace misconduct or potential human rights violations. The Whistle-Blower Mechanism enables employees and other stakeholders to report such concerns confidentially and without fear of retaliation, ensuring that reported matters are investigated objectively and appropriate corrective actions are taken, wherever required.

Through these governance mechanisms, the Company seeks to identify, prevent and address actual or potential human rights impacts while reinforcing accountability, transparency and responsible business practices across its operations.

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

The Company has established mechanisms to enable employees, workers and other stakeholders to raise concerns relating to human rights, workplace conduct and ethical business practices in a fair, confidential and transparent manner. Employees are encouraged to report concerns through their reporting managers, departmental heads or the Human Resources department, enabling timely resolution of workplace issues through established internal processes.

For matters involving serious misconduct, unethical practices, discrimination, harassment, victimisation or potential human rights violations, the Company has implemented a formal Whistle-Blower Policy, which provides a secure and confidential mechanism for reporting concerns. The policy is designed to encourage reporting in good faith while safeguarding the identity of the complainant and protecting whistle-blowers from retaliation or any form of adverse treatment.

All complaints received through the Whistle-Blower Mechanism are reviewed in accordance with the procedures prescribed under the policy and are investigated in an impartial and confidential manner. Appropriate corrective and preventive actions are implemented wherever necessary, and the Company remains committed to ensuring that all reported concerns are addressed promptly, fairly and in accordance with applicable laws and internal policies.

The Company's Whistle-Blower Policy is available at: Whistle-Blower Policy

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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:**

Safety Incident/Number	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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 is committed to ensuring that individuals who report concerns relating to discrimination, harassment or any other unethical conduct are protected from retaliation and are able to raise concerns without fear of adverse consequences. We have established a confidential reporting mechanism through our Whistle-Blower Policy, enabling employees and other stakeholders to report concerns in good faith while safeguarding their identity and maintaining the confidentiality of the reporting process.

Our Whistle-Blower Policy expressly prohibits any form of retaliation, victimisation or unfair treatment against individuals who report concerns or participate in an investigation. Actions such as intimidation, harassment, discrimination, demotion, suspension, denial of promotion or any other form of adverse treatment against a complainant or any person assisting in an investigation are not tolerated. Any instance of retaliation or breach of confidentiality is treated seriously and is subject to appropriate disciplinary action in accordance with our policies.

We ensure that all reported concerns are reviewed objectively, investigated in a fair and impartial manner and handled with due regard to confidentiality. Through these mechanisms, we continue to foster a workplace culture built on integrity, fairness, respect and accountability.

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

Yes. The Company incorporates human rights expectations into its business relationships through its Supplier Code of Conduct and other contractual arrangements, wherever applicable. We expect our suppliers and business partners to comply with applicable laws and uphold responsible business practices relating to human rights, including the prohibition of child labour, forced labour and discrimination, promotion of equal employment opportunity, fair wages and benefits, safe and healthy working conditions, ethical business conduct and compliance with applicable environmental, health and safety requirements.

Our expectations are further reinforced through supplier assessments and audits, which evaluate compliance with our responsible sourcing requirements and encourage continual improvement in environmental, social and governance (ESG) performance across the value chain. Through this approach, we seek to promote respect for human rights and responsible business conduct across our operations and value chain.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
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.

During the reporting period, the Company did not identify any significant risks or concerns through its assessments relating to child labour, forced or involuntary labour, discrimination, sexual harassment, wages or other human rights-related matters that required material corrective action.

Nevertheless, we continue to strengthen our human rights governance through ongoing monitoring, employee awareness programmes, implementation of our Code of Conduct, Whistle-Blower Policy and Supplier Code of Conduct, as well as periodic reviews of workplace practices and supplier compliance. Wherever opportunities for improvement are identified through routine assessments, audits or stakeholder feedback, we implement appropriate preventive and corrective measures to reinforce compliance with applicable laws, internal policies and our commitment to responsible business conduct.

Through these initiatives, we remain committed to maintaining a safe, fair, respectful and inclusive workplace while promoting responsible human rights practices across our operations and value chain.

Leadership Indicators

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

During the reporting period, the Company did not receive any human rights grievances or complaints that necessitated the modification or introduction of new business processes. Accordingly, no material changes were made to our existing business processes on account of human rights-related matters.

Nevertheless, we continue to strengthen our human rights governance through the implementation of our Code of Conduct, Whistle-Blower Policy, Supplier Code of Conduct and established grievance redressal mechanisms. These frameworks support the early identification of potential concerns, encourage timely reporting and facilitate continual review of workplace practices to uphold human rights across our operations and value chain.

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

The Company integrates human rights considerations into its business operations through its Code of Conduct, Supplier Code of Conduct and other internal governance mechanisms. We embed human rights principles within our employee conduct requirements, supplier engagement processes and workplace practices to promote ethical business conduct and compliance with applicable laws.

The scope of our assessments covers key human rights aspects, including the prohibition of child labour and forced labour, non-discrimination, equal opportunity, fair treatment, workplace health and safety, ethical conduct and compliance with applicable labour and human rights requirements. Human rights expectations are also reinforced through supplier assessments and audits, which evaluate compliance with our responsible sourcing requirements and encourage continual improvement across the value chain.

We periodically review our policies, operational practices and supplier engagement processes to strengthen our human rights framework and support responsible business conduct across our operations.

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 fostering an inclusive and accessible environment for all visitors. We endeavour to provide accessibility features across our registered office and other business premises in accordance with the applicable provisions of the Rights of Persons with Disabilities Act, 2016, to facilitate convenient access for differently abled visitors.

We continue to review our workplace infrastructure and identify opportunities for further improvement to enhance accessibility wherever feasible. Through these initiatives, we seek to provide a safe, convenient and inclusive environment while promoting equal access and non-discrimination for all visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	More than 50%
Discrimination at workplace	More than 50%
Child Labour	More than 50%
Forced Labour/Involuntary Labour	More than 50%
Wages	More than 50%
Others – please specify	-

The Company assesses critical suppliers representing more than 50% of its raw material procurement under its supplier evaluation framework. We evaluate our value chain partners against key human rights and responsible business parameters, including the prevention of child labour and forced labour, non-discrimination, fair wages, workplace conduct, occupational health and safety, ethical business practices and compliance with applicable statutory requirements.

Our Supplier Code of Conduct, supplier assessments and periodic audits reinforce these expectations and enable us to monitor compliance with our responsible sourcing requirements. Through this process, we encourage continual improvement and promote responsible business practices across our value chain.

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 reporting period, the Company did not identify any significant human rights risks or concerns that required material corrective action.

Nevertheless, we continue to engage with our suppliers through periodic assessments, audits and ongoing communication to reinforce compliance with our Supplier Code of Conduct and applicable legal requirements. Where opportunities for improvement are identified during routine evaluations, we work with the concerned suppliers to strengthen their management practices, address observations in a timely manner and promote continual improvement in responsible business conduct.

Through this approach, we continue to strengthen our responsible sourcing framework and foster a value chain that aligns with our ethical, social and governance expectations.

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:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) [in Giga Joules]	3562	2001
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) [in Giga Joules]	**3562**	**2001**
From non-renewable sources		
Total Electricity Consumption- [in Giga Joules] (D)	54803	51353
Total Fuel Consumption- [in Giga Joules] (E)	443340	380345
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources [in Giga Joules] (D+E+F)	**498144**	**431698**
Total energy consumed [in Giga Joules] (A+B+C+D+E+F)	**501706**	**433699**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000821079	0.000079929
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.001694875	0.001790419
Energy intensity in terms of physical Output	120.34	103.34
Energy 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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

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 does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, the provisions and targets prescribed under the PAT Scheme are not applicable to our operations. As the Company is not covered under the Scheme, no remedial actions were required during the reporting period.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater (KL)	0	90056
(iii) Third party water (KL)	64363	156599
(iv) Seawater / desalinated water	110540	0
(v) Others	26711	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	**201614**	**246655**
Total volume of water consumption (in kilolitres)	**201614**	**246655**
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations)	0.0000329957	0.000045458
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000681097	0.001018254
Water intensity in terms of physical output	48.36	58.77
Water 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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment	44587	43479
(v) Others		
- No treatment	-	-
- With treatment	1000	-
Total water discharged (in kilolitres)	**45587**	**43479**

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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

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

Yes. The Company has implemented Zero Liquid Discharge (ZLD) mechanisms at its Panoli and Formulation manufacturing units, where treated wastewater is reused within the respective facilities, thereby eliminating liquid discharge outside the premises. At our Formulation unit, treated effluent is further processed through a Reverse Osmosis (RO) plant and reused in cooling towers, enabling efficient water reuse and conservation. Our Panoli unit also operates as a ZLD facility, with treated wastewater being reused within the plant.

At our Tarapur and Savli units, Zero Liquid Discharge systems have not yet been implemented. However, Effluent Treatment Plants (ETPs) are in place to ensure that wastewater is treated in compliance with applicable regulatory requirements before disposal. We continue to evaluate opportunities for implementing ZLD systems at these locations, considering operational and technical feasibility.

The Company remains committed to strengthening its wastewater management practices. We will continue to enhance water conservation initiatives and evaluate suitable measures to improve water reuse across our manufacturing facilities, in line with our commitment to responsible environmental management.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	mg/nm3	49.32	58.69
Sox	mg/nm3	23.15	39.22
Particulate matter (PM)-	mg/nm3	171.18	182.61
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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	36971	35515
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	12940	12125
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000081683	0.000008780
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)		0.000168610	0.000196666
Total Scope 1 and Scope 2 emission intensity in terms of physical output		11.97	11.35
Total Scope 1 and Scope 2 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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

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

Yes. The Company continues to pursue various initiatives to reduce Greenhouse Gas (GHG) emissions by improving energy efficiency, increasing the use of cleaner sources of energy and promoting environmentally responsible practices across its manufacturing operations. We regularly review our operations to identify opportunities for reducing energy consumption and enhancing operational efficiency.

As part of these efforts, we continue to utilise solar power at select manufacturing facilities to supplement our energy requirements and reduce dependence on conventional sources of electricity. Our energy conservation initiatives also include the use of energy-efficient lighting systems, optimisation of plant and equipment and maintenance of thermal insulation for critical process equipment to minimise energy losses and improve process efficiency.

In addition to operational improvements, we continue to undertake plantation activities within and around our manufacturing facilities and encourage employees to adopt energy conservation practices in their day-to-day activities. These initiatives complement our efforts to reduce the overall environmental footprint of our operations.

The Company remains focused on strengthening the performance of these existing initiatives and will continue to evaluate opportunities to improve energy efficiency and reduce GHG emissions across its facilities.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	26.664	24.613
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Hazardous waste (G)	3767.548	1963.025
Other non-hazardous waste generated	-	-
Total (A+B + C + D + E + F + G + H)	**3794**	**1988**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000621	0.000000366
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000012817	0.000008207
Waste intensity in terms of physical output	0.91	0.47
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	26.664	24.613
(ii) Re-used	47.357	39.22
(iii) Other recovery operations	0	0
Total	**74.021**	**69.833**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1496.361	1456.01
(ii) Landfilling	1077.355	467.795
(iii) Other disposal operations	746.47	0
Total	**3320.186**	**1923.81**

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.

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.

No. During the reporting period, the Company did not undertake any independent assessment, evaluation or assurance of the disclosures reported under this section through an external agency. We continue to maintain internal processes and governance mechanisms to monitor compliance with applicable policies, regulatory requirements and responsible business practices. Any future independent assessments or assurance, where considered appropriate, will be undertaken in line with the Company's governance and reporting requirements.

10. 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 established a comprehensive waste management framework across its manufacturing facilities to ensure that waste is handled, stored, treated and disposed of in a safe and environmentally responsible manner. We follow defined operating procedures for the segregation, collection, storage and disposal of hazardous and non-hazardous waste, while ensuring compliance with applicable environmental regulations and maintaining appropriate records for monitoring and traceability.

Hazardous waste generated during our manufacturing processes, including ETP sludge, spent carbon, spent solvents, distillation residue and other process waste, is managed through authorised treatment, recycling, co-processing or disposal facilities, as applicable. Wherever technically feasible, we recover and reuse solvents and other process materials within our operations to minimise waste generation and optimise resource utilisation. Our Effluent Treatment Plants (ETPs) and other treatment systems further support the effective treatment of wastewater and help reduce the environmental impact of our operations.

As part of our efforts to minimise the use of hazardous and toxic chemicals, we continue to evaluate process improvements, improve resource efficiency and explore opportunities for material recovery and reuse without compromising product quality or regulatory compliance. These initiatives help reduce the consumption of raw materials while supporting responsible manufacturing practices.

Non-hazardous waste, including plastic waste, packaging materials and e-waste, is segregated at source and disposed of through authorised recyclers or agencies in accordance with applicable regulatory requirements. We also conduct periodic reviews of our waste management practices to identify opportunities for improvement and strengthen environmental performance across our manufacturing facilities.

Through these initiatives, the Company continues to promote responsible waste management practices, optimise resource utilisation and minimise the environmental impact of its operations.

11. 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.
Nil			

12. 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
Nil					

13. 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
Nil				

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:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (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	-	-
Total water discharged (in kilolitres)	**-**	**-**

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.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (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 as we do not have any operations or offices located in or around ecologically sensitive areas.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable	-	No specific new initiatives or innovative technologies were undertaken during the reporting period to improve resource efficiency or reduce the impact of emissions, effluent discharge or waste generation. The Company continued to operate and optimise its existing environmental management systems and pollution control infrastructure across its manufacturing facilities.	Existing environmental management systems continued to support regulatory compliance and effective management of emissions, effluent and waste across the Company's operations.

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 Business Continuity and Disaster Management Plan across its manufacturing facilities to ensure preparedness and effective response to emergencies that may impact people, assets or business operations. We have defined procedures to manage situations such as fire, chemical spills, equipment failure, natural calamities and other emergency conditions through structured response protocols, clearly defined roles and responsibilities, evacuation procedures and communication mechanisms. Regular mock drills, employee awareness programmes and periodic reviews are conducted to assess the effectiveness of the plan and strengthen emergency preparedness. Through these measures, we continue to enhance operational resilience and ensure continuity of critical business operations.

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?

During the reporting period, the Company did not identify any significant adverse environmental impacts arising from its value chain.

Nevertheless, we recognise the importance of promoting responsible environmental practices across our value chain. Environmental expectations are communicated to suppliers through our Supplier Code of Conduct, which requires compliance with applicable environmental laws and responsible operational practices. We also assess critical suppliers through our supplier evaluation and audit processes, which include environmental compliance as one of the key assessment parameters. These measures help us encourage responsible environmental practices and strengthen environmental performance across our value chain.

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

More than 50%

The Company follows a risk-based approach for assessing its critical suppliers and business partners. We assess suppliers representing more than 50% of our raw material procurement through a structured supplier evaluation process that includes environmental compliance, occupational health and safety, statutory compliance and responsible business practices.

Our Supplier Code of Conduct, supplier assessments and periodic audits support the evaluation of environmental practices and encourage continual improvement among our key suppliers. Through this approach, we continue to strengthen environmental performance across our value chain while promoting responsible sourcing practices.

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

a) By the listed entity - 1000

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 four trade and industry chambers/associations. Through these affiliations, we engage with industry peers, regulatory bodies and other stakeholders to remain updated on industry developments, regulatory changes and emerging best practices. These associations also provide a platform for knowledge sharing, policy advocacy and collaboration on matters relevant to the pharmaceutical and chemical industries.

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
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
Not Applicable	During the reporting period, no adverse orders relating to anti-competitive conduct were passed against the Company by any regulatory authority.	Not Applicable

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
Not Applicable	The Company did not advocate any specific public policy positions during the reporting period.	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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
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 established mechanisms to receive and address grievances from communities residing around its operational locations. We encourage community members to raise concerns through structured engagement channels, including grievance registers maintained during community outreach activities. Concerns received through these channels are reviewed by the designated team, and appropriate actions are taken to address them in a timely manner.

In addition to the grievance mechanism, we maintain regular engagement with local communities through our CSR initiatives in the areas of healthcare, education, sanitation, skill development and environmental sustainability. Feedback and suggestions received during these interactions help us understand community expectations and strengthen our CSR initiatives. Community members may also reach out to us through the 'Contact Us' section available on the Company's website, providing an additional channel for submitting queries, feedback or grievances.

Through these mechanisms, the Company continues to foster transparent communication and build positive relationships with the communities in and around its areas of operation.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	2%	6%
Directly from within India	55%	64%

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	9.88%	9%
Semi – urban	55.56%	38%
Urban	0%	37%
Metropolitan	34.56%	16%

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
Not Applicable. No Social Impact Assessment (SIA) was undertaken during the reporting period. Accordingly, no negative social impacts requiring mitigation were identified.	Not Applicable. As no negative social impacts were identified through a Social Impact Assessment during the reporting period, no corrective or mitigation actions were required.

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) – No

(b) From which marginalized /vulnerable groups do you procure? – Not Applicable

(c) What percentage of total procurement (by value) does it constitute? – Not Applicable

The Company follows a transparent and uniform procurement process for the selection of suppliers, with procurement decisions based on quality, technical capability, commercial competitiveness, reliability and compliance with applicable regulatory and ethical requirements. Our Supplier Code of Conduct establishes a common set of expectations for all suppliers and promotes responsible business practices across the supply chain.

While we procure goods and services from a diverse supplier base, including MSMEs, the Company does not have a formal preferential procurement policy that provides preference to suppliers comprising marginalized or vulnerable groups. We will continue to review our procurement practices and evaluate opportunities to strengthen supplier diversity in line with our business requirements.

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
Not Applicable	The Company did not own or acquire any intellectual property based on traditional knowledge during the reporting period.	Not Applicable	Not Applicable	Not Applicable

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.	Support towards Health, Education, Social Welfare, Welfare of Armed Forces Veterans and Promotion of Animal Welfare	Refer Note	Refer Note

The Company undertook CSR initiatives across the areas of healthcare, education, social welfare, welfare of armed forces veterans and promotion of animal welfare during the reporting period. Owing to the nature and outreach of these programmes, the exact number of beneficiaries and the percentage of beneficiaries from vulnerable and marginalized groups could not be determined with reasonable accuracy. However, our CSR initiatives are designed to create a positive social impact and support communities, including vulnerable and underserved sections of society, wherever applicable.

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 framework to receive, record and address consumer complaints and feedback, ensuring that customer concerns are handled promptly and effectively. We provide multiple communication channels for consumers to share product-related queries, complaints or suggestions, including the dedicated 'Contact Us' section on our website, email and postal correspondence.

Upon receipt, each complaint or feedback is logged through the Company's internal tracking mechanism and reviewed by the concerned functional teams for appropriate investigation and resolution. We acknowledge customer concerns, undertake necessary corrective actions and communicate the resolution in a timely manner, while maintaining proper records of all interactions.

Beyond complaint resolution, our consumer feedback mechanism serves as an important input for continuous improvement. Periodic reviews of customer feedback help identify recurring trends and improvement opportunities, enabling the Company to strengthen product quality, packaging, customer service processes and overall consumer experience. Corrective and preventive measures are implemented, wherever required, to address the underlying causes of complaints and enhance operational effectiveness.

The Company remains committed to maintaining high standards of product quality, transparency and customer satisfaction by fostering a responsive grievance redressal system and continually improving its products and services based on consumer feedback.

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 products are pharmaceutical formulations and Active Pharmaceutical Ingredients (APIs), which are prescribed or procured by licensed healthcare professionals and institutional customers. Accordingly, the products do not carry specific environmental or social parameter information that would result in turnover under this category.
Safe and responsible usage	A significant portion of the Company's turnover is generated from pharmaceutical formulations that carry statutory product information in accordance with applicable regulatory requirements. Product labels and accompanying information include details relating to dosage, method of administration, storage conditions, precautions, batch details and expiry, enabling safe and responsible use by healthcare professionals and patients.
Recycling and/or safe disposal	Not Applicable. The Company's products do not carry dedicated recycling or disposal information beyond the applicable regulatory requirements. However, we comply with all relevant environmental laws and regulations governing the manufacture, handling and disposal of pharmaceutical products and associated waste, including applicable Extended Producer Responsibility (EPR) requirements, wherever relevant.

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (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 established an Enterprise Risk Management (ERM) framework that integrates cyber security and data privacy risks within its overall risk management process. Our Risk Management Committee oversees the identification, assessment, mitigation and monitoring of key business risks, including those relating to information security, cyber threats and protection of digital assets.

The Risk Management Policy provides the governance framework for managing such risks by strengthening internal controls, periodically reviewing the risk landscape and implementing appropriate mitigation measures. We continually monitor emerging cyber security and data privacy risks to enhance operational resilience and safeguard business information.

While the Company does not maintain a standalone publicly available Cyber Security Policy, cyber security and information security risks are addressed through the Risk Management Policy, which is aligned with the principles of ISO 31000:2018 and incorporates recognised enterprise risk management practices.

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, the Company did not encounter any material incidents requiring corrective action relating to advertising practices, delivery of essential services, cyber security and customer data privacy, recurrence of product recalls, or regulatory actions concerning the safety of its products or services. We continue to maintain appropriate governance mechanisms, internal controls and monitoring processes to identify potential risks and support compliance with applicable regulatory requirements.

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 relating to the Company's pharmaceutical products and services is made available through multiple channels depending on the stakeholder group. We disseminate product and market-related information through recognised industry platforms such as ORG, Pharmatrac, Pharmarack, IQVIA and S&P Global, which provide subscription-based market intelligence, including sales performance, market share and product positioning. In addition, statutory product information is made available through product cartons and package inserts in accordance with applicable regulatory requirements, enabling healthcare professionals and consumers to access essential product-related information.

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

The Company is committed to promoting the safe and responsible use of its pharmaceutical products through clear and compliant product information. Our pharmaceutical formulations are accompanied by package inserts and labelling that contain essential information, including therapeutic indications, dosage instructions, method of administration, contraindications, precautions, storage conditions and other relevant safety information as prescribed under applicable regulations.

We encourage consumers to use our products strictly under the guidance of qualified medical practitioners and advise them to consult their healthcare provider whenever additional clarification or medical advice is required. This approach helps support the safe, effective and responsible use of our products.

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

   The Company has established processes to comply with applicable regulatory requirements relating to the discontinuation of pharmaceutical products. Where required, we notify the relevant regulatory authorities, including the National Pharmaceutical Pricing Authority (NPPA), regarding the discontinuation of scheduled formulations within the prescribed timelines. Depending on the regulatory requirements and the nature of the product, appropriate communications or public notices may also be issued to ensure transparency and minimise any potential impact on patients, healthcare professionals and other stakeholders.

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)**

   Product information displayed over and above statutory requirements: No. The Company complies with all applicable regulatory requirements governing the labelling and packaging of pharmaceutical products. Our product labels include all mandatory information prescribed under the relevant regulations, such as dosage instructions, batch number, manufacturing and expiry dates, storage conditions and other statutory particulars. No additional non-mandatory product information is displayed beyond the applicable legal requirements.

   Consumer satisfaction survey: No. The Company did not conduct a formal consumer satisfaction survey during the reporting period. However, we undertake Post-Marketing Surveillance (PMS) studies for new drug approvals, wherever mandated by the Drugs Controller General of India (DCGI), to monitor product safety, efficacy and performance under actual usage conditions. In addition, consumer complaints received through the established grievance mechanism are investigated by the concerned teams, and appropriate corrective actions are implemented, wherever necessary.