

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

This report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to demonstrate enhanced transparency regarding the ways in which enterprises generate value by actively contributing to a sustainable economy. The report highlights our unwavering dedication to creating long-term value for our stakeholders while simultaneously promoting sustainable development.

Section A: General Disclosures

I. Company details

Sl. No.	Particulars	Response
1	Corporate Identity Number (CIN) of the listed entity	L24299MH2018PLC422236
2	Name of the listed entity	Cohance Lifesciences Limited (Formerly, Suven Pharmaceuticals Limited)
3	Year of incorporation	2018
4	Registered office address	215 Atrium, C Wing, 8 th Floor, 819-821, Andheri Kurla Road, Chakala, Andheri East, Chakala MIDC, Mumbai, Maharashtra 400093
5	Corporate office address	202, A Wing, Galaxy Towers, Plot No 1, Hyderabad Knowledge City TSIC Raidurg, Hyderabad, Telangana - 500081
6	E-mail	investorservices@suvenpharm.com
7	Telephone	+91 40 23549414/ 3311
8	Website	www.suvenpharm.com
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹25,45,64,956 (as on March 31, 2025)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. V Prasada Raju, Managing Director, Tel: +91 40-23549414, Email: info@suvenpharm.com
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 under this report are made on standalone basis.
14	Name of the assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

II. Products/ Services

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Manufacturing	Manufacturing and trading of Active Pharmaceutical Intermediates and Formulations	100%

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

Sl. No.	Product/ Service	NIC Code	% of total turnover contributed
1	Manufacture of other pharmaceuticals	21009	100%

III. Operations

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

Location	Number of Plants (including R&D facilities)	Number of offices	Total
National	7	2	9
International	0	1	1

Note: Status as on March 31, 2025.

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	25

b) Contribution of exports

Contribution of exports as a percentage of the total turnover of the entity	90.64%
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c) A brief on types of customers:

The Company is engaged in the Manufacture and Supply of Formulations, APIs, Drug Intermediates & Fine Chemicals catering to the needs of Global Pharma Industries including Contract Development and Manufacturing Organizations (CDMO). Our customers include the pharmaceutical companies



IV. Employees

20. Details at the end of the year of financial year:

a) Employees and workers (including differently-abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	558	516	92%	42	8%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	558	516	92%	42	8%
Workers						
1	Permanent (F)	654	606	93%	48	7%
2	Other than Permanent (G)	1,083	941	87%	142	13%
3	Total workers (F + G)	1,737	1,547	89%	190	11%

b) Differently-abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently-abled Employees						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently-abled employees (D + E)	-	-	-	-	-
Differently-abled Workers						
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	-	-	-	-	-
3	Total differently-abled workers (F + G)	-	-	-	-	-

21. Participation/ Inclusion/ Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel (KMP) ¹	5	0	-

Note: Status as on March 31, 2025.

¹KMP of the Company are Executive Chairman, Managing Director, Chief Executive Officer, Chief Financial Officer, Company Secretary

22. Turnover rate for permanent employees and workers:

Category	Turnover rate in FY2025			Turnover rate in FY2024			Turnover rate in FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.4%	1.6%	10.0%	10%	1.76%	11.76%	11.27%	1.10%	12.37%
Permanent Workers	7.5%	1.4%	8.9%	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. Names of holding/ subsidiary/ associate companies/ joint ventures:

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Berhyanda Limited, Cyprus	Holding Company	NA	No
2	Cohance Lifesciences Inc., USA	Wholly-owned Subsidiary	100%	No
3	Sapala Organics Private Limited, India	Subsidiary Company	67.5%	No
4	NJ Bio Inc, USA	Subsidiary Company	56%	No
5	NJBIO India Pharmaceutical Private Limited, India	Subsidiary Company	100% ¹	No
6	NJ Biotherapeutics, LLC, USA	Subsidiary Company	100% ¹	No
7	Aruka Bio, Inc	Associate Company	35% ²	No

¹Step - down wholly - owned subsidiary Company. Company's subsidiary NJ BIO Inc. is holding 100% shares of NJ Bio India Pharmaceuticals Private Limited and NJ Biotherapeutics, LLC.

² Aruka Bio, Inc., is an associate company of the Company's subsidiary NJ Bio, Inc, therefore an step-down associate of the Company

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (₹ in Crores): 1093.51
(iii) Net worth (₹ in Crores): 2315.55

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	FY2025 (Current Financial Year)			FY2024 (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	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://suvenpharm.com/corporate-info/	-	-	-	-	-	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism	FY2025 (Current Financial Year)			FY2024 (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
Shareholders	Yes https://suvenpharm.com/corporate-info/	-	-	-	3	-	All were resolved
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Others (Please specify)	-	-	-	-	-	-	-

The Company has implemented a Stakeholder Management Policy to address concerns and grievances from internal and external stakeholders efficiently.

For further details, refer to the Stakeholder Management Policy available at given weblink:

https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

Sl. 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.	Energy Management and GHG Emission	Risk	The pharmaceutical industry contributes to global GHG emissions due to its energy-intensive processes leading to climate change and environmental degradation. Government and regulatory bodies are increasingly implementing stricter emissions regulations, which can lead to fines and penalties.	To mitigate this risk, the Company engages in numerous initiatives to lower Greenhouse Gas emissions and efficiently manage energy consumption. These efforts encompass various projects such as the installation of on-site solar power generation systems, the substitution of outdated machinery with energy-efficient alternatives, the exchange of CFL bulbs for LED lights, and the integration of cutting-edge technologies, among others.	Negative

Sl. 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)
2.	Water & Wastewater Management	Risk	Water is a critical component in pharmaceutical, used for various purposes such as cleaning, formulation, and quality control and any issues with water quality can lead to product contamination. Pharmaceutical companies are subject to strict regulations regarding water usage, waste disposal, and environmental protection.	The Company has implemented Zero Liquid Discharge (ZLD) program, which aims at eliminating liquid waste from operations. The Company has implemented a waste management system and protocol that aligns with Local Regulations at all of its facilities, aimed at minimizing risks. Right from the inception, the Company places emphasis on the meticulous segregation of various waste categories at their point of origin.	Negative
3.	Product Quality & Safety	Opportunity	In the pharmaceutical industry, ensuring product quality and safety holds significant importance. The Company is certified to ISO standards (i.e., ISO 9001, ISO 14001, and ISO 45001) to maintain consistent and controlled production process in accordance with quality standards. Additionally, the Company employs efficient Quality Management Systems to oversee and regulate quality throughout every phase of product development and manufacturing.	-	Positive
4.	Labor Practices	Opportunity	The Company maintains favourable labour practices to draw and retain talented professionals in a competitive job landscape. It additionally acknowledges and compensates exceptional employee accomplishments with diverse incentives, bonuses, and recognition initiatives. The Company has established and enforced rigorous safety protocols within its manufacturing and research sites to ensure worker protection from potential risks.	-	Positive

Sl. 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)
5.	Materials Sourcing & Efficiency	Risk	The Company depends on import for KSM and APIs, delay in sourcing materials or production can lead to project delays for pharmaceutical companies that are relying on Company's services. These delays strain client relationships, lead to loss of business, and harm the Company's reputation within the industry.	To mitigate the risk, the Company regularly assesses supplier capabilities, financial stability, and contingency plans to ensure their ability to meet demands even during unforeseen circumstances.	Negative
6.	Occupational Health and safety	Risk	As a responsible corporate citizen, it is Company's prerogative to maintain a safe working environment that is free of injuries, accidents, and fatalities. Poor occupational health and safety can negatively impact labour costs through labour productivity. Further, any gaps in meeting Health & Safety (HS) regulatory standards can lead to penal actions.	Measures undertaken to mitigate risks include- 5 of our Research and Formulations manufacturing units are ISO 450001 Management systems (health & safety management systems) certified. We have developed and implemented strong Health and Safety Systems at all our plants. Regular safety training, drills for response management systems, and capacity building sessions are conducted. Internal and external audits are conducted every year for all the facilities.	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 National Guidelines on Responsible Business Conduct ("NGRBC") Principles and Core Elements.

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs (Yes/No)	Yes								
	b) Has the policy been approved by the Board (Yes/No)	Yes, Statutory policies are approved by the Board/Board Committees, as applicable. Other policies are approved by appropriate authority.								
	Particulars of the Policies	Anti-Corruption and Anti-Bribery Policy	Supplier Code of conduct	Code of Conduct for Employees	Stakeholder Management Policy	Human Rights policy	Environmental Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Cyber Security Policy
	c) Web Link of the Policies, if available	https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf https://www.suvenpharm.com/policies/								
2	Whether the entity has translated the policy into procedures (Yes/ No)	Yes, the Company has translated the policies into procedures.								
3	Do the enlisted policies extend to your value chain partners (Yes/No)	Yes, these extend to value chain partners wherever it is relevant and to the extent applicable.								
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NGRBC, United Nations Global Compact (UNGC)	Environmental Management System – ISO 14001: 2015, Extended Producer Responsibility (EPR) regulations, NGRBC, cGMP - Current Good Manufacturing Practice	Occupational Health and Safety Management Systems – ISO 45001: 2018, International Labour Organization (ILO), NGRBC, UNGC	National Guidelines on Responsible Business Conduct (NGRBC)	United Nations Guiding Principles on Business and Human Rights (UNGP), NGRBC, UNGC	Environmental Management System – ISO 14001:2015, NGRBC, Energy Management System ISO 50001:2018, UNGC, Sustainable Procurement ISO 20400:2017	National Guidelines on Responsible Business Conduct (NGRBC)	National Guidelines on Responsible Business Conduct (NGRBC)	ISO 9001:2015 – Quality Management System

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>We have established a range of objectives to strengthen sustainability endeavours and overall corporate social responsibility by considering the baseline year of FY2023. These goals encompass the following:</p> <ol style="list-style-type: none"> 1. Reduce absolute Scope 1 & 2 emissions by 35% by 2030 2. Complete comprehensive Scope 3 GHG inventorization and set targets by 2025. 3. Suven is committed to Absolute Net Zero by 2050. 4. Transition to renewable energy sources by at least 20% of total energy use by 2027. 5. Reduce energy intensity by 10% by 2030 6. Switch to 100% renewable energy usage by 2040 7. Reduce specific water consumption by 15% by 2028 8. Increase water recycling and reuse by 15% by 2030 9. Reduction in hazardous waste going to landfill by 15% by 2030 10. Achieve zero waste to landfill by 2040 11. Increase the representation of women in the workforce to at least 20% by 2030 12. Increase representation of women in leadership to 25% by 2030 13. Achieve attrition levels below the 12% by 2028 								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>By implementing several ESG initiatives at different levels, the Company has been able to achieve the following:</p> <ul style="list-style-type: none"> • Reduction in absolute carbon emissions (Scope 1 and Scope 2) by 30.48% in FY2025 as compared to the baseline of FY2023. • Increased Renewable Energy to 6.44% in FY2025 as compared to the baseline of FY2023 • Reduction in overall water withdrawal by 22.02% in FY 2025, as compared to baseline of FY2023 								

Governance, leadership, and oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	<p>We are pleased to report that the Company has made significant progress in addressing key Environmental, Social and Governance (ESG) principles. The Company is a credible CDMO partner for innovator companies in manufacturing critical medicines that secure lives. We do not stop at enabling healing lives by supplying starting materials; it is also committed to giving people a better quality of life. It prioritizes promoting education, healthcare, women empowerment, environmental sustainability, rural development, safe drinking water, environmental protection, and mid-day meal programs for the underprivileged.</p> <p>Our focus on sustainability has helped us meet our targets and improved the overall impact of our operations on the environment, our stakeholders and the communities we serve. We have achieved significant milestones, such as increasing our engagement with suppliers to ensure ethical sourcing practices and investing in local communities through various initiatives.</p> <p>We are committed to continuous improvement in our ESG performance. This commitment is a testament to our dedication to not just meeting, but exceeding, the expectations of our stakeholders. We will continue to set ambitious goals, track our progress, and report transparently on our ESG initiatives.</p> <p>Dr. V Prasada Raju, Managing Director</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>The Board has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies.</p>								

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	The Company has constituted an ESG Steering Committee–for decision making on sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically/ on a need basis by department heads/ Directors/ Board Committees/ Board, wherever applicable.																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of compliance with applicable statutory requirements is reviewed by the department heads/ Directors/ Audit Committee/ Risk Management Committee/ Board, wherever applicable, periodically/ on need basis and on a quarterly basis																		

11. Independent assessment/ evaluation of the working of its policies by an external agency:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	All the policies of the Company are evaluated internally, and such policies are developed as a result of detailed consultations and research on the best practices adopted by organisations across the industry.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Not applicable

Section C: Principle-wise Performance Disclosure

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 (BOD)	5	Familiarisation/ awareness programme for the Board of Directors/ KMPs of the Company is done periodically as part of Board process covering various areas pertaining to the business, strategy, risks, operations, regulations, Code of Conduct and ESG parameters. Frequent updates are shared with the Board members/ KMPs to apprise of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Key Managerial Personnel (KMP)			
Employees other than BOD and KMPs	1	The employees/ workers of the Company undergo various training programmes throughout the year, such as, training on code of conduct, prevention of sexual harassment at the workplace, whistle blower mechanism, safety awareness, cyber awareness and security, ESG related programs, awareness on mental and physical well-being, among others.	100%
Workers	2		100%

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:

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

Non-Monetary			
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	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:

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, Company's Anti-Bribery and Anti-Corruption (ABAC) Policy underscores its commitment to ethical business conduct and compliance with applicable laws. The policy strictly prohibits bribery, corruption, and any unethical practices across all operations. It promotes transparency, integrity, and accountability while aligning with domestic and international regulations. Employees and stakeholders are expected to adhere to the highest standards of honesty, with mechanisms in place to report violations confidentially. The policy includes clear enforcement procedures and disciplinary actions for breaches. The Company ensures continuous awareness and training to uphold its zero-tolerance stance

The policy can be accessed at the given link:

https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

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

	FY2025	FY2024
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY2025		FY2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	Not applicable	Nil	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

Not applicable

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

Particulars	FY2025	FY2024
Number of days of accounts Payables	86.70	49.83

9. Open-ness of Business

Details of Concentration of purchase and sales with trading houses, dealers, and related parties along -with loans and advances & investments, with related parties:

Parameter	Metrics	FY2025	FY2024
Concentration of purchases	Purchases from trading houses as % of total purchases	-	-
	Number of trading houses where purchases are made from	-	-
	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	Sale to dealers/ distributed as % of total sales	-	-
	Number of dealers/ distributions to whom sales are made	-	-
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	Purchases (purchases with related parties/ total purchases)	0.06%	1.18%
	Sales (sales to related parties/ total sales)	0.15%	0.08%
	Loans & advances (loans & advances given to related parties/ total loans & advances)	-	-
	Investments (investments in related parties/ total investments made)	-	-

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	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
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Periodic awareness program is undertaken for value chain partners on code of conduct, supplier code of conduct, ESG, safety awareness, etc.

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

Yes. The Company's Code of Conduct lays down guidance for dealing with situation of conflict-of-interest of the Directors and senior management. Further, as part of the Board governance, in case any director is getting appointed or associated with any new organisation, such director makes disclosure of his association with the new organisation to the Company. The director's disclosures are also placed before the Board for review and taking record of the same.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe



Essential indicators:

- 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:**

Particulars	FY2025	FY2024	Details of improvements in environmental and social impacts
R&D	100%	100%	Being a Pharma Company, R&D expenditure in various technologies is focused on improving the environmental and social impact of our product/processes.
Capex	4.62%	3.93%	Expenditure on solar infrastructure and environmental assets.

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

Yes, the Company has a sustainable procurement policy to ensure that the materials are sourced in an environmentally and socially responsible manner. To achieve this, the Company has implemented a comprehensive Supplier Code of Conduct that outlines the standards and expectations for suppliers.

In line with Company's commitment to sustainability, we meticulously evaluate all key suppliers using well-defined internal procedures. This evaluation process includes a thorough assessment of various crucial aspects of their operations, encompassing ethics, labour practices, health and safety protocols, environmental impact, and overall management systems.

Through rigorous assessments, the Company aims to identify suppliers who align with values and principles, while also promoting continuous improvement in their practices. The Company's ultimate goal is to build a robust and sustainable supply chain that fosters positive impacts across all levels of operations

- If yes, what percentage of inputs were sourced sustainably: 100%**

- 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) (b) E-waste (c) Hazardous waste and (d) other waste:**

The Company takes great pride in maintaining a highly efficient and environmentally conscious waste management system across all the facilities. From the very beginning, we ensure that all types of waste are carefully segregated right at the source of generation.

(a) Plastics (including packaging)	(including	Discarded plastic materials are sorted and routed to appropriate destinations, such as recyclers or co-processors, depending on their properties and types.
(b) E-waste		E-waste, undergoes a systematic disposal process, where it is either sold to authorized recyclers or directed to dismantlers for further processing.
(c) Hazardous waste; and		As for Hazardous and Other wastes, they are sent to authorized parties for recycling, reprocessing, co-processing, or landfilling, depending on the nature and type of waste.
(d) other waste		

- 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 entity's activities. The Company has obtained EPR registration and the waste collection plan is in line with the requirements.

**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:

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
21001	Calcium Acetate	2.41%	Cradle to Gate	No	No
20219	Methyl-2-(Chloromethyl Phenyl)-3-Methoxy-2-Acrylate (MCPMA)	16.00%	Cradle to Gate	No	No
21001	(2-Chloro-5-Iodophenyl) (4-Fluorophenyl) Methanone	14.96%	Cradle to Gate	No	No
21001	Iron Sucrose complex	0.11%	Cradle to Gate	No	No
21001	Doxofylline	1.20%	Cradle to Gate	No	No
21001	Meditomidine	1.09%	Cradle to Gate	No	No

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
No significant social or environmental concerns and/or risks has been observed in the Life Cycle Perspective / Assessments (LCA)		

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
FY2025	FY2024
Not applicable. The Company is engaged in the pharmaceutical business, we can't use recycled or reused input materials in the manufacturing process.	

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

Particulars	FY2025			FY2024		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics including (packing)	-	-	-	-	-	-
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
Nil	

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	516	516	100%	516	100%	-	-	516	100%	-	-
Female	42	42	100%	42	100%	42	100%	-	-	-	-
Total	558	558	100%	558	100%	42	100%	516	100%	-	-
Other than Permanent employees											
Male	Company does not have any other than permanent employees.										
Female											
Total											

b) Details of measures for the well-being of workers:

Category	% of workers 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	606	606	100%	606	100%	-	-	606	100%	-	-
Female	48	48	100%	48	100%	48	100%	-	-	-	-
Total	654	654	100%	654	100%	48	100%	606	100%	-	-
Other than Permanent workers											
Male	941	941	100%	941	100%	-	-	-	-	-	-
Female	142	142	100%	142	100%	-	-	-	-	-	-
Total	1083	1083	100%	1083	100%	-	-	-	-	-	-

c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

Particulars	FY2025	FY2024
Cost incurred on well-being measures as a % of total revenue of the Company	0.4%	0.4%

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

Benefits	FY2025			FY2024		
	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/ NA)	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/ NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	3%	100%	Yes	6%	100%	Yes
Others	-	-	-	-	-	-

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

Yes, the premises/ offices are accessible to differently-abled employees and workers. The Company has a "Policy on Rights of Persons with Disabilities" in place as a part of HR Manual. They provide an intensive support physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy.

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

The Company has integrated Policy on Rights of Persons with Disabilities into their HR Manual, in accordance with the Rights of Persons with Disabilities Act, 2016, promoting equal opportunities. This policy is also in line with their Human Rights Policy, aimed at eradicating discrimination. They maintain stringent rules against any discrimination, encompassing aspects like race, gender, religion, and age.

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Category	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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:

Permanent Workers	<p>Yes, the Company has implemented effective measures to address and resolve any grievances that may arise within the organization. To achieve this, two essential policies have been put in place as part of the Human Resources (HR) Manual:</p> <ul style="list-style-type: none"> Grievance Redressal Policy Open Door Policy <p>The Grievance Redressal Policy aims to provide a structured mechanism for employees to voice their concerns, or complaints. This policy ensures that all individuals working at any location within the Company are entitled to fair and impartial treatment in the resolution of their issues. By implementing this policy, the Company ensures that employees' concerns are thoroughly heard, investigated, and resolved in a timely manner, fostering a positive work environment and employee satisfaction.</p> <p>In addition to the Grievance Redressal Policy, the Company has also embraced the Open Door Policy. This policy encourages open communication between employees and management, creating a culture of transparency and approachability. Under the Open Door Policy, employees have the freedom to express their ideas, suggestions, and even grievances directly to their superiors or higher management without fear of reprisal. This open channel of communication strengthens the bond between the workforce and the management, promoting a collaborative and harmonious work atmosphere.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY2025			FY2024		
	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 (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total permanent employees	Not applicable, none of the employees are part of any association or union.					
Male						
Female						
Total permanent workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY2025					FY2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	516	516	100%	516	100%	419	419	100%	419	100%
Female	42	42	100%	42	100%	38	38	100%	38	100%
Total	558	558	100%	558	100%	457	457	100%	457	100%



Category	FY2025					FY2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Male	606	606	100%	606	100%	660	660	100%	660	100%
Female	48	48	100%	48	100%	34	34	100%	34	100%
Total	654	654	100%	654	100%	694	694	100%	694	100%

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

Category	FY2025			FY2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	516	516	100%	419	419	100%
Female	42	42	100%	38	38	100%
Total	558	558	100%	457	457	100%
Workers						
Male	606	606	100%	660	660	100%
Female	48	48	100%	34	34	100%
Total	654	654	100%	694	694	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:**

The Company has implemented Occupational health and Safety Management System (ISO 45001:2018) in its facilities covering 75% of the entity.

- 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 employs a structured procedure to perform risk assessments for all the operations/ activities conducted within its premises. The aim is to manage the risks either by enhancing the current safety measures or introducing new ones to reduce the risk to an acceptable threshold. Any remaining risk following the implementation of Engineering and Administrative controls will be addressed by utilizing Personal Protective Equipment.

- 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 a process for workers to report work-related hazards. Workers can report work-related hazards to the immediate supervisor or Department Head. Also, the workers can report such hazards to the Safety Committee representative or Workers' Committee representative in Safety or Workers' Committee meeting. For immediate resolution, workers can also directly report to Safety In-Charge or Head.

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

Yes, Company's employees/ workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

Safety Incident/Number	Category*	FY2025	FY2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.19
Total recordable work-related injuries	Employees	0	1
	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

*Including in the contract workforce

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

The Company has a well-established strategy for ensuring Health and Safety within the workplace, placing significant emphasis on the well-being of its employees as an integral aspect of its operations. The Company routinely performs workplace assessments, provides comprehensive training to all staff members, diligently investigates any incidents that may occur, and maintains a thorough record of these efforts. Furthermore, the Company conducts regular medical check-ups for its employees, consistently upholding the standards of Health and Safety.

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

Particulars	FY2025			FY2024		
	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	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. 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 has diligently followed safety protocols in compliance with state and local regulations, ensuring the maintenance of high hygiene standards. As a testament to these efforts, there were no reported safety incidents throughout the year.

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):**

Yes, the Company provides group medical insurance, group personal accident policy, and group term life insurance to employees and workers.

- 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 has implemented the following measures to ensure compliance by value chain partners with respect to statutory deductions and deposits:

- As an SA 8000 certified company, we uphold rigorous social accountability standards and ensure our value chain aligns with these principles
- Inclusion of statutory compliance clauses in all vendor/ partner contracts
- Collection and verification of statutory challans, returns, and payment receipts
- Periodic internal or third-party audits of partner compliance
- Mandatory submission of compliance declarations/ certificates by partners
- Training and guidance provided to partners on statutory obligations
- Enforcement of penalties or contract termination for non-compliance

- 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	
	FY2025	FY2024	FY2025	FY2024
Employees	-	-	-	-
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?**

The transition assistance programmes is available to facilitate continued employability in appropriate cases.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%, as stated para 2 above periodic assessments of value chain partners have been carried out.
Working Conditions	

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

Wherever required feedback have been provided to the value chain partners for corrective action.

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 recognizes and values the significance of various individuals, groups, institutions, and authorities that are directly or indirectly connected to our organization's activities and business operations. We refer to these entities as "key stakeholders". Our process of identification and classification of the stakeholders is defined by their interest, impact and participation in business and operations of the Company including engagement on various ESG matters. Our interaction with these stakeholders takes place through multiple channels of communication, ensuring an open and transparent dialogue.

By actively engaging with diverse stakeholder groups, we gain invaluable insights into their perspectives and concerns. This valuable feedback serves as a foundation for continuously enhancing business strategy and plans. We strive to incorporate constructive suggestions into our decision-making processes, aiming to foster mutually beneficial relationships and contribute positively to the healthcare ecosystem.

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
Investors and Shareholders	No	<ul style="list-style-type: none"> Email Stock exchange intimations Analysts meet/ conference calls Annual General Meeting Annual Report Quarterly results, media releases Company website Newspaper advertisements 	Quarterly, annual and on need basis	<ul style="list-style-type: none"> To update the investors on business and financial performances of the Company To address shareholder queries and to take suggestions Understanding shareholder's expectations
Employees and workers	No	<ul style="list-style-type: none"> Townhall Emails Leadership touchpoints Pulse survey Performance appraisal Training Notice board Website 	Frequently, quarterly, on need basis	<ul style="list-style-type: none"> To inform Company updates To know the concerns of employees & workers and to take feedback and suggestions To encourage transparent engagement Training & development career growth, health & safety

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
Government/ Regulatory Authorities	No	<ul style="list-style-type: none"> Periodical Regulatory filings Emails, letters and representations 	Periodically as per the requirement under relevant Act, Rules Regulations	<ul style="list-style-type: none"> Our engagement with regulatory authorities is to ensure the compliances with the various applicable laws. To ensure robust standard of compliance. To discuss, understand and engage in public advocacy pertaining to the Industry matters.
Customers	No	<ul style="list-style-type: none"> Calls Emails Physical and Virtual Meetings Feedbacks Website 	At Regular interval	<ul style="list-style-type: none"> To ensure timely supply of products and services To address customer queries, take suggestions and feedbacks. To understand the requirement of customers.
Suppliers and Contractors	No	<ul style="list-style-type: none"> Calls Emails Physical and Virtual Meetings 	Need basis	<ul style="list-style-type: none"> To ensure uninterrupted business operations with the sufficient material availability, timely availability of services, the meeting of quality and quantity supplies as per company's requirement. To settle payment related issues.
Local Communities	Yes	<ul style="list-style-type: none"> Field visits and digital channels through CSR implementing agency 	Need basis	<ul style="list-style-type: none"> To develop and improve the standard of society/ community through CSR activities. To improve environmental sustainability To promote science education among students.

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**

Based on the consultation and feedback received from the respective stakeholder groups, the material topics are assessed and analysed. The topics are also discussed with relevant functional heads. The material topics including economic, environmental and social topics requiring the attention of the Board or Board Committees are also placed before the relevant Board or Board Committees during the quarterly meetings.

- 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.**

The Company adopts a structured stakeholder engagement approach to align its ESG strategy with stakeholder expectations. Key stakeholders include employees, customers, suppliers, investors, regulators, and local communities. We use multiple platforms to engage with a wide variety of stakeholders to understand their unique needs and concerns and chart out suitable strategies to address them. Engagement is conducted through meetings, surveys, feedback channels, and digital platforms. The Company integrates insights from these interactions into its ESG framework, focusing on areas such as ethical practices, environmental responsibility, and employee well-being. Regular communication and transparent reporting ensure stakeholders are informed of progress and decisions. This inclusive process fosters trust, supports regulatory compliance, and guides sustainable growth, making stakeholder input central to Company's long-term strategic and operational planning.

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

CSR activities for marginalised sections of communities in the areas of education, healthcare, livelihood and environmental sustainability are being implemented with the consultation of the local communities.

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:**

Category	FY2025			FY2024		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	558	558	100%	457	457	100%
Other than permanent	0	0	0	-	-	-
Total	558	558	100%	457	457	100%
Workers						
Permanent	654	654	100%	694	694	100%
Other than permanent	1083	1083	100%	1,140	1,140	100%
Total	1737	1737	100%	1834	1834	100%

**2. Details of minimum wages paid to employees and workers:**

Category	FY2025					FY2024				
	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	516	-	-	516	100%	419	0	-	419	100%
Female	42	-	-	42	100%	38	0	-	38	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	606	-	-	606	100%	660	-	-	660	100%
Female	48	-	-	48	100%	34	-	-	34	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	941	376	40%	565	60%	975	390	40%	585	60%
Female	142	57	40%	85	60%	165	66	40%	99	60%

3. Details of remuneration/ salary/ wages:**a. Median remuneration / wages:**

₹ in Crores

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) ¹	8	0.30	2	0.30
Key Managerial Personnel (KMP) ²	3	2.86	-	-
Employees other than BoD and KMP	511	0.10	42	0.10
Permanent Workers	606	0.05	48	0.03

¹ Median remuneration has been taken for Directors who has received remuneration during the year.² Mr. Vivek Sharma, Executive Chairman, and Dr. V Prasada Raju, Managing Director, are also Key Managerial Personnel and has been included under heading BoD, therefore, not included under heading KMP.**b. Gross wages paid to Female as % of total wages paid by the entity:**

	FY2025	FY2024
Gross wages paid to females as % of total wages	6.0%	5.41%

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 established a Works Committee as part of the direct touch initiative dedicated to addressing human rights concerns.

The head of the works committee holds responsibility for handling any human rights issues that may arise due to or be linked to the business.

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

As an SA 8000 certified company, we uphold rigorous social accountability standards and ensure our value chain aligns with these principles, the Code of Conduct incorporates guidance on human rights matters. The Company has a Whistle Blower Policy, Grievance Redressal Policy, and Open-Door Policy, which enables and encourages stakeholders to raise concerns regarding any violations of the Code of Conduct. The Works Committee handles all reported concerns diligently. Furthermore, employees have the option to report issues directly to the head of the works committee.

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

Category	FY2025			FY2024		
	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	There were no complaints on the given parameters.					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY2025	FY2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has implemented Whistle Blower Policy, Open Door Policy, Prevention of Sexual Harassment (POSH) Policy, which specifies confidentiality of complaint and protection against victimization. It states that the disclosures of wrongful conduct be submitted on a confidential basis or anonymously. Such disclosures are confidential to the extent possible, convenient with the need to conduct an adequate investigation.

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

Yes, as part of the vendor onboarding process, human rights criteria are addressed, and written consent to Cohance's Supplier Code of Conduct is obtained. As an SA 8000 certified company, we ensure our value chain upholds high social accountability standards.

**10. Assessments for the year:**

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

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 10 above.

Not applicable. The Company takes proactive actions to mitigate significant risk/ concerns, such as conducting physical inspections of employees and other workers on the shop floor, performing safety audits, EHS (Environment, Health, and Safety) assessments, labour and ethics audits, internal audits, statutory inspections, and undertakes awareness sessions amongst employees and workers.

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

Not applicable. The Company is SA 8000 certified company, has introduced a centralized grievance redressal tracking system to ensure timely resolution, accountability, and transparency in addressing human rights complaints across all sites.

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

We have a due diligence process whereunder human rights due diligence are also conducted to identify the potential issues that may have been present in our business operations and the value chain. As the Company is an SA 8000 certified company, human rights due diligence has been conducted across all manufacturing units and 100% of Tier-1 suppliers, focusing on labour practices, safety, and non-discrimination.

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's premises are accessible to differently-abled visitors as per the Rights of Persons with Disabilities Act, 2016, with provisions like ramps, accessible restrooms, etc.

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	100%, Assessment of value chain partners are being done as part of the onboarding process and written consent to Cohance's Supplier Code of Conduct is obtained. As an SA 8000 certified company, we ensure our value chain upholds high social accountability standards.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable, as no risks/concerns observed across the above parameters as stated in question 4 above

Principle 6: Businesses should respect and make efforts to protect and restore the environment



Essential indicators:

1. Details of total energy consumption and energy intensity:

Parameter	FY2025 (In giga joules)	FY2024 (In giga joules)
From Renewable Sources		
Total electricity consumption (A)	12,192.57	5,860.72
Total fuel consumption (B)	11,741.08	5,912.54
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	23,933.65	11,773.26
From Non-Renewable Sources		
Total electricity consumption (D)	125828.27	115345.95
Total fuel consumption (E)	221701.48	336375.62
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	347529.75	451721.57
Total energy consumed (A+B+C+D+E+F)	3,71,463.40	4,63,494.83
Energy intensity per Lakh of turnover (Total energy consumed/ Revenue from operations)	2.95	4.4
Energy intensity per Lakh of turnover adjusted for Purchasing Power Parity (PPP) ¹	70.1	98.8
(Total water consumption/ Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output	277	371
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

¹The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by the IMF- for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

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: External assessment on the said parameter is conducted by third party for FY2025.

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.

None of our sites or facilities have been classified as Designated Consumers (DCs) under Perform, Achieve and Trade (PAT) Scheme of Bureau of Energy Efficiency (BEE), Government of India.

3. Provide details of the following disclosures related to water:

Parameter	FY2025	FY2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	41,574	47,524.80
(iii) Third party water	1,53,468.9	1,37,394.10
(v) Seawater/ desalinated water	0	0
Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,95,043.4	1,84,918.90
Total volume of water consumption (in kilolitres)	1,95,043.4	1,84,918.90
Water intensity per Lakh of turnover (Water consumed / turnover)	1.78	1.8
Water intensity per Lakh of turnover adjusted for Purchasing Power Parity (PPP) ¹ (Total water consumption / Revenue from operations adjusted for PPP)	36.2	39.4
Water intensity in terms of physical output	146	160
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

¹The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the financial year ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

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 - External assessment on the said parameter is conducted by third party for the FY2025.

4. Provide the following details related to water discharged:

Parameter	FY2025	FY2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater		
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
-No treatment		-
-With treatment – please specify level of treatment	43,077.31	36,108.10
(v) Others		
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	43,077.31	36,108.10

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 - External assessment on the said parameter is conducted by third party for the FY2025.

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

Yes, the Company has successfully implemented a comprehensive Zero Liquid Discharge (ZLD) program, which has the objective of completely eliminating liquid waste from operations. This program encompasses all aspects of business activities and is specifically designed to minimize the discharge of pollutants into the environment. The ZLD system treats wastewaters, recycling them for reuse in utilities, thus helping to decrease freshwater consumption.

To achieve this, significant investments have been made in advanced treatment and discharge systems. The water processed through effluent treatment plant(s) is efficiently treated and subsequently utilized for in-house plantation purposes.

Furthermore, the Company maintains an ongoing commitment to continuous improvement, constantly exploring innovative approaches to enhance our processes and further reduce environmental footprint.

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

Parameter	Please specify unit	FY2025	FY2024
NOx	MT	20.34	17.66
SOx	MT	49.28	52.63
Particulate matter (PM)	MT	25.45	26.97
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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 - An external assessment on the said parameter is conducted by third party for the FY2025.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY2025	FY2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31,818	41,183
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,410	22,941
Total Scope 1 and Scope 2 emissions per Lakh of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.45	0.6
Total Scope 1 and Scope 2 emission intensity per Lakh of turnover adjusted for Purchasing Power Parity (PPP) ¹ (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	10.8	13.7
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	43	53
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

¹The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the financial year ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

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 - An external assessment on the said parameter is conducted by third party for the FY2025.

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

Yes, the Company recognizes the vital importance of reducing GHG emissions not only for the sustainability of our operations but also for the larger environmental impact. We have actively invested in renewable energy projects and installed rooftop and ground-mounted solar plants of 3.05 MW at various sites. We have also conducted biomass co-firing trials in our process boilers for steam generation. Our projects also involve optimizing energy efficiency across operations and implemented the following:

- Installed auto on/ off switch with temperature controller for cooling towers,
- Installed the Flash steam recovery system and reused the flash steam as a heating utility for the methanol distillation column,
- Dry vacuum pumps for the O-Xylene distillation process to replace the steam consumption
- Installed VFDs for the cooling tower fans to reduce the speed based on the temperature set point
- Replaced conventional lights with LED lights
- Replaced old and Rewind motors with High-efficiency motors, etc.
- Replacement of conventional utility of Unit-1 with high energy efficient chiller & air compressor
- Energy Recovery from Air compressors
- Existing Aluminium fans to be replaced with high energy-efficient cooling fans
- Auto tube cleaning system for the Chiller Condensers
- Replacement of the IE-2 Motors & Re-wounded motors with IE-3 Motors
- Replacement of conventional vacuum pumps (water steam Jet) with dry screw vacuum pumps
- Replacing of steam purging hot water system to Skid mounted (PHE) hot water systems

Through regular Energy Audits and assessments, we identify areas of improvement and implement energy-efficient technologies and practices which will also help in reducing our GHG emissions.

9. Provide details related to waste management by the entity:

Parameter	FY2025	FY2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	45.55	25.6
E-waste (B)	2.03	3.8
Bio-medical waste (C)	1.82	3.5
Construction and demolition waste (D)	0.00	0.9
Battery waste (E)	6.07	2.4
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G) Other Hazardous wastes include expired materials/ products, spent carbon, process organic residues, mixed/spent solvents, waste oil, ZLD sludge and salts, etc.	3,972.65	5,926.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Other Non-hazardous wastes include Coal ash, packing material, detoxified glass waste, detoxified containers, other scarp, etc.	1121.85	2,847.1
Total (A + B + C + D + E + F + G + H)	5,149.97	8,810.1

Parameter	FY2025	FY2024
Waste intensity per Lakh of turnover (Total waste generated / Revenue from operations)	0.041	0.09
Waste intensity per Lakh of turnover adjusted for Purchasing Power Parity (PPP) ¹ (Total waste generated / Revenue from operations adjusted for PPP)	0.99	1.93
Waste intensity in terms of physical output	3.9	7.1
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	1,668.08	
(ii) Re-used	0	
(iii) Other recovery operations	525.74	
Total	2,193.8	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	87.77	
(ii) Landfilling	2,827.88	
(iii) Other disposal operations	-	
Total	2,915.65	

¹The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the financial year ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.401, respectively.

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 - An external assessment on the said parameter is conducted by third party for the FY2025.

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 formal process for management of hazardous and other waste. The procedure is in-line with the local regulations or guidelines. The waste generated in the operations is being segregated at source. The waste is packed in suitable packing arrangements as per the comparability requirements and stored in dedicated compartments with a labelling arrangement. The waste is being sent to any one of the disposal options as prescribed by authority, such as recycle, reprocess, co-process, incineration, and landfill.

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:

Sl. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not have any operations/ offices in/ around ecologically sensitive areas.

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
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Not applicable, no such projects requiring environmental impact assessments

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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Sl. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not applicable, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India including but not limited to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

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:**

- Name of the area: Hyderabad (High risk water stress area), Suryapet (medium risk water stress area), Vishakhapatnam (Low risk water stress area)
- Nature of operations: CDMO and Formulation
- Water withdrawal, consumption and discharge:

Parameter	FY2025	FY 2024
(i) Surface water	0	0
(ii) Groundwater	41,574	47,524.8
(iii) Third party water	1,53,468.9	1,37,394.1
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	1,95,043.4	1,84,918.9
Total volume of water consumption (in kilolitres)	1,95,043.4	1,84,918.9
Water intensity per Lakh of turnover (Water consumed/ turnover)	1.78	1.8
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	-	-

Parameter	FY2025	FY 2024
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	46466.3	36,108.10
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	46,466.31	36,108.10

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:

Parameter	Unit	FY2025	FY2024
Total Scope 3 emissions ¹ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	54050.7	50173
Total Scope 3 emissions per Lakh of turnover		0.42	0.46
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.

¹Excluding business travel and employee commuting due to it under calculation.

3. With respect to the ecologically sensitive areas reported at Question 11 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

The Company has adopted a proactive approach to biodiversity conservation, emphasizing ecological responsibility across operations. Additionally, none of our operational sites are located in or near protected areas or regions of high biodiversity value outside of protected zones. The Company has dedicated 58% of its operational area to green cover, with one of the unit alone having 73% plantation coverage.

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:

Sl. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1	Replacement of CT Fans	Replaced aluminum cooling tower fans with FRP fans to improve efficiency.	Power reduction of ~170,645 kWh/year.
2	Vacuum Pump Upgrade	Replaced steam ejectors with high-efficiency dry vacuum pumps.	Energy saving of ~116,880 kWh/year and reduced steam consumption.
3	Use of Bio-briquettes	Substituted coal with 779 MT of bio-briquettes as boiler feed.	Significant reduction in coal consumption and CO ₂ emissions.
4	Waste-to-Energy	Stopped direct incineration of waste without energy recovery; switched to energy recovery systems.	Reduced environmental impact and contributed to energy generation.

Sl. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
5	Landfill Waste Reduction	Initiated landfill waste reduction by pre-processing waste through authorized vendors.	Lower landfill dependency and improved compliance with waste rules.
6	RO Plant Optimization	Increased recovery percentage in RO plant to maximize recycled water output.	Higher water recovery efficiency, reduced freshwater demand.
7	100% Recycled Water in ZLD	Ensured full utilization of recycled water in ZLD system.	Zero freshwater consumption in ZLD and reduced freshwater extraction.

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

The Company has business continuity and disaster management plan commensurate with its nature of business and size of operations. We are certified with ISO 22301:2019 Business Continuity Management System certification, which reflects the Company's strong commitment to business continuity management.

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:

There is no significant adverse impact to the environment, arising from the value chain partners. We take following proactive measures towards mitigation of such risks:

- Life Cycle Assessments (LCA) on major products to identify environmental hotspots.
- Implementation of green chemistry principles.
- Shift toward renewable energy, waste minimization, and water conservation initiatives.
- Regular supplier audits and ESG screenings.
- Encouraging suppliers to adhere to the Supplier Code of Conduct and adopt ESG practices.

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

100% of tire 1 value chain partners were assessed for environmental impacts.

8. Green Credits generated or procured by the Company or by the top ten (in terms of value of purchases and sales, respectively) value chain partners:

Nil

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 3 trade and industry chambers/ associations.

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2	Bulk Drug Manufacturers Association (BDMA)	National
3	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State

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

Name of authority	Brief of the case	Corrective action taken
Not applicable, not engaged in any anti-competitive conduct.		

Leadership indicators:

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

The Company performs the function of policy advocacy in a responsible manner, while engaging with all the authorities and takes into account interest of the Company as well as larger public interest

Principle 8: Businesses should promote inclusive growth and equitable development



Essential indicators:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Not applicable, no projects that required Social Impact Assessment (SIA) has been undertaken.					

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

Sl. 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 ₹)
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Not applicable, as no projects that required Rehabilitation and Resettlement (R&R)

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

The Company has established a Grievance Redressal Policy to ensure timely and fair resolution of concerns raised by any stakeholder associated with the company. Concerns can be reported via email to the Company. Upon receipt, the matter is reviewed and directed to the appropriate department head based on its nature and relevance. The designated department then engages with the concerned stakeholder to discuss and resolve the issue promptly.

To further strengthen this process, site-level administrators have been appointed to address and resolve concerns from local communities effectively.

As an SA 8000 certified company, the Company is committed to maintaining high standards of social accountability, transparency, and stakeholder engagement throughout its operations and value chain.

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

Category	FY2025	FY2024
Directly sourced from MSMEs/ small producers	29.10%	32.5%
Sourced directly from within India	57.60%	67.5%

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	FY2025	FY2024
Rural	-	-
Semi- Urban	10%	13.46
Urban	49%	60.71
Metropolitan	41%	25.83

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
Nil	Nil

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
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, we do not give preference or discriminate while selecting suppliers and gives equal opportunities to all potential suppliers.

(b) From which marginalized /vulnerable groups do you procure:

Not Applicable

(c) What percentage of total procurement (by value) does it constitute:

Not Applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating Benefit share
Nil				

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
Nil		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Mobile Science Laboratory for children of schools around Suryapet	2,000 students	About 99% of the beneficiaries of the CSR projects are from vulnerable and marginalised communities, persons with disabilities, elderly, women and children from the less privileged socio-economic sections of the society
2	Laboratory in the Box for for children of schools around Suryapet	4,600 students	
3	Digital Class room at IIT Tirupati	200 students	
4	Vocational Skills Development for youth from Telangana and Andhra Pradesh	240 youth	
5	Accommodation and support for Cancer surviving children being treated in hospitals in Hyderabad	175 children	
5	Ambulance for Mukthyala village	1,500 villagers	
6	Safe Drinking Water for villagers around Suryapet	16,000 villagers	
7	Medical Camps and Medicines for villagers around Suryapet	15,000 residents	
8	Kitchen, Toilet and Storeroom for girl's hostel in Gujarat	60 girl students	
9	Compound Wall for girls' hostel in Suryapet	160 residents	
10	Scholarships and Support for Education for children of villagers in Suryapet	2,843 students	
11	Mid Day Meals for children in Telangana government schools	7,286 children	
12	Women sports and para athletes across country	50 athletes	
13	Food provision for children surviving cancer being treated at cancer hospitals	4,728 children	
14	Renovation of girls schools in Telangana and Gujarat	2,000 students	
15	Construction of science block at Chinmaya Vishwa Vidyapeeth	400 students	
Total		57,242 beneficiaries	

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 process to address any consumer complaint. Upon receipt of the complaint from the customer, we document the complaint, assign a unique tracking number for traceability. The preliminary assessment categorizes classification of the complaint followed by a detailed investigation involving cross-functional teams to analyze root cause. Based on the root cause conclusion, Corrective and Preventive Actions (CAPA) will be implemented and effectiveness will be monitored. Based on the assessment, the complaint will be reported to regulatory authorities. Periodic trend analysis will also be done to identify recurring issues and further actions.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	We comply with the applicable laws and regulations carrying appropriate disclosure relevant to the products of the Company. Further, based on the legal requirements and guidelines, we include instructions on safe disposal of products.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY2025			FY2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There was no complaint on the parameters mentioned during the reporting year as well as the previous year.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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 maintains a comprehensive Cyber Security Policy that outlines the Company's strategic approach to information security. This policy forms the foundation of the Company's Information Security Management System (ISMS).

The ISMS proactively identify, mitigates, monitors, detects, and manages information security risks to safeguard controlled information assets, data, and information. Regular data backups ensure protection against unauthorized access and modifications during storage, with provisions for timely recovery in case of incidents or disasters.

The policy includes detailed procedures for backup methods, schedules, locations, and retention, along with evidence of restoration tests. The Company implements perimeter Gateway security for IT Systems and ensures endpoint security for users. Sensitive data is encrypted for storage using a backup solution. The Cyber Security Policy is a dynamic document subject to periodic independent review and management evaluation. Mandatory reviews of the policy occur at least once every three years from the effective date.

The policy is accessible at, https://www.suvenpharm.com/images/pdf/policies/BRSR_Policies.pdf

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

No such issue identified.

7. Provide the following information relating to data breaches:

Particulars	FY2025	FY2024
Number of instances of data breaches	NIL	NIL
Percentage of data breaches involving personally identifiable information of customers	NIL	NIL
Impact, if any, of the data breaches	NA	NA

Leadership indicators:

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

Information with respect to the Company's business and products is given on the website of the Company at www.suvenpharm.com and www.cohance.com.

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

The Company's Material Safety Data Sheet (MSDS) provides crucial safety and handling information for every product. The key aspects include: identification of the substance/ mixture, hazards identification, composition/ information on ingredients, first-aid measures, firefighting measures, accidental release measures, handling and storage, exposure controls/ personal protection, physical & chemical properties, stability & reactivity, toxicological information, ecological information, disposal considerations, transport information, regulatory information and other information.

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

There were no disruptions of critical services during the year. The Company maintains effective communication channel with customers to identify potential risks and allows the parties to work for resolution of the same.

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

The Company follows applicable regulatory norms and any additional information subject to specific product and packaging requirements. During the year FY2025, there were no incidents of non-compliances concerning product labelling resulting in fine or penalty or warnings. The Company engages with its customers on regular basis to understand their feedback on the products supplied by the Company.