

ANNEXURE VI

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

In line with our core values and dedication to responsible business conduct, the Company is pleased to present its Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25. This report has been prepared following the framework outlined in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and incorporates the latest changes as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025.

Throughout this BRSR, the term “Alivus Life Sciences,” “the Company,” “we,” and “our” are used interchangeably. The Numbers have been rationalised in this year’s BRSR, wherever required.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

- 1. Corporate Identity Number (CIN) of the Listed Entity - L74900PN2011PLC139963
- 2. Name of the Listed Entity – Alivus Life Sciences Limited (formerly Glenmark Life Sciences Limited)
- 3. Year of incorporation – 23rd June, 2011
- 4. Registered office address – Plot No 170-172 Chandramouli Industrial Estate, Mohol, Bazarpeth, Solapur, MH 413213
- 5. Corporate address - 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri East, Mumbai 400099, MH IN
- 6. E-mail – complianceofficer@alivus.com
- 7. Telephone - 022-4018-9999; 022-6829-7979
- 8. Website - www.alivus.com
- 9. Financial year for which reporting is being done – 2024-25
- 10. Name of the Stock Exchange(s) where shares are listed :

Name of the Exchange	Stock Code
BSE Ltd.	543322
National Stock Exchange of India Ltd.	ALIVUS

- 11. Paid-up Capital – ₹ 245.07 Million
- 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –

Name: Rudolf Corriea

Tel No. 022-6829-7979

Email address: complianceofficer@alivus.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 assessment and assurance provided – Not Applicable for the reporting period as per SEBI Circular No SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.
- 15. Type of assessment and assurance obtained – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100.00

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

Sr. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	API (Active Pharmaceutical Ingredients)	21002	100.00

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5*	2*	6
International	Nil	Nil	Nil

* Registered Office and one of the manufacturing units have the same address.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	18+
International (No. of Countries)	75+

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

51.7%

c. A brief on types of customers:

The Company primarily caters to end formulators, which are predominantly pharmaceutical companies that specialize in manufacturing final pharmaceutical products by incorporating the Active Pharmaceutical Ingredients (APIs) supplied by the Company. Once these formulations are developed, they undergo rigorous quality checks before being marketed, distributed, and made available to consumers across the globe. Currently, the Company serves a diverse customer base of over 700+ clients and collaborates with the 20 largest generic pharmaceutical companies worldwide, reinforcing its strong presence in the industry.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2203	2040	92.60	163	7.40
2.	Other than Permanent (E)	17	12	70.59	5	29.41
3.	Total employees (D + E)	2220	2052	92.43	168	7.57
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	1716	1693	98.66	23	1.34
6.	Total workers (F + G)	1716	1693	98.66	23	1.34

Note: Other than permanent employees and other than permanent workers include the contractual employees and workers.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	4	66.67	2	33.33
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	6	4	66.67	2	33.33
DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)	0	0	0.00	0	0.00
5.	Other than Permanent (E)	1	1	100.00	0	0.00
6.	Total differently abled employees (D + E)	1	1	100.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	1	14.29
Key Management Personnel	4	0	0.00

Note: This Excludes Mr. Vijaykumar Shah, who passed away on 26th February, 2025.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.77	20.78	20.77	26.14	16.79	25.48	17.35	15.00	17.18
Permanent Workers	The Company does not have any permanent workers								

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

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

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

VI. CSR Details

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

(ii) Turnover (in ₹) – 23,869 Million

(iii) Net worth (in ₹) – 28,174 Million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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, The Company prior to implementing CSR initiatives, conducts need assessments using baseline data to ensure relevance and impact. Community feedback and concerns are actively considered during project execution. This structured grievance mechanism aligns with Schedule VII of the Companies Act, 2013 and the UN SDGs.	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, The Compliance Officer is responsible for ensuring that all concerns are promptly acknowledged and appropriately addressed and can be contacted at complianceofficer@alivus.com. For investors and shareholders, grievance redressal is managed through KFin Technologies, with the SEBI SCORES platform also available for lodging complaints.	2 on Scores platform*	0	All complaints were resolved	0	0	Nil
Shareholders					3	0	All the complaints were resolved
Employees and workers	Yes, The Company has implemented formal grievance mechanisms to support open communication and safeguard employee rights. These include anonymous written complaint systems displayed across all sites, enabling workers to report concerns confidentially. Regular Safety Committee meetings are held to address workplace safety and related issues. Platforms like Tete-a-Tea encourage direct dialogue with leadership. The Company utilizes the AMBER tool, managed by the Chief Listening Officer, to gather employee feedback on human rights, safety, work	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	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
	comfort, purpose, and process improvements. This platform encourages open communication and understanding across all levels. Data collected is reviewed by top management to identify issues and implement corrective actions. Insights are also addressed through committees like Safety, POSH, and Leadership Connect.						
Customers	Yes, a SOP is followed where all grievances are acknowledged within 2 working days and investigated thoroughly, with findings shared within 30 working days. In cases requiring additional time, interim updates are provided to maintain transparency. A dedicated Customer Experience team and regional SPOC is provided further to enhance the responsiveness and service quality.	0	0	Nil	0	0	Nil
Value Chain Partners	Yes, they may approach the Head of Procurement for resolution of their grievances. If the issue remains unresolved, it may be escalated to the Senior Management for further intervention.	0	0	Nil	0	0	Nil

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications¹

Sr. 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	Affordability & Pricing	Opportunity	Supplying APIs to pharmaceutical companies contributes significantly to improving the availability and affordability of medicines. This impact is especially evident in many low and middle-income countries, where it helps expand access to essential healthcare.	Not Applicable	Positive
2	Access to Medicines	Opportunity	Product pricing strategies that take into account the diverse economic conditions and healthcare needs of different countries support broader access to essential medicines. These efforts can drive business growth, encourage innovation, and facilitate the development of unique partnerships, ultimately enhancing shareholder value.	Not Applicable	Positive
3	Employee Recruitment, Development & Retention	Risk	The ability to attract, train and retain qualified technical talent with industry-readiness is a challenge, because the API industry has a limited talent pool, and is a highly regulated and specialist skill driven.	To attract a diverse pool of qualified talent, we leverage targeted strategies and technology to hire from institutions across the country. To train our talent and develop them for industry readiness, we utilize a combination of classroom functional training, SOP understanding and practical application through our simulation labs. We also focus on developing behavioral skills such as ownership, problem solving and communication. We actively promote internal mobility for suitable roles, thus focusing on developing careers aligned to our business goals. To retain and engage our talent, we leverage AI-based continuous listening mechanism, which uncovers deep insights and enables management to drive actionable strategies.	Negative. There has been no negative impact in the reporting period of 2024-2025.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply Chain-Management	Risk	Maintaining supply chain quality is essential for protecting consumer health and sustaining corporate value. Clear communication about supply chain audit practices provides investors with visibility into how companies in this industry manage risks and uphold shareholder value.	The Company engages closely with its supply chain partners through diverse collaboration models to ensure consistent and timely product delivery to its clients. As a key supply chain partner to over 700 pharmaceutical customers, maintaining operational continuity is critical. Any disruption within the Company's own supply chain could significantly impact its ability to meet customer expectations.	Negative. There has been no negative impact in the reporting period of 2024-2025.
5	Counterfeit Drugs	Risk	Counterfeit or substandard drugs pose serious risks to public health and industry trust. Any compromise in API authenticity can lead to reputational damage, regulatory action, and revenue loss. Ensuring product traceability and quality is essential for maintaining confidence and upholding responsible business practices.	The Company ensures strict compliance to quality control protocols and regulatory standards across our supply chain. All API batches are traceable and undergo rigorous testing to verify identity, purity, and compliance.	Negative. There has been no negative impact in the reporting period of 2024-2025.
6	Water & Wastewater Management	Risk	High water use and discharge of effluents can result in regulatory fines, reputational damage, or operational disruptions. Additionally, effective water use reduces effluent generation and offers cost-saving potential.	The Company has identified and implemented various water conservation and reuse opportunities. It has also established Effluent Treatment Plants (ETPs) with primary, secondary, and tertiary treatment processes. RO permeate is reused in utilities, and STPs manage domestic wastewater. The system ensures regulatory compliance and environmental sustainability.	Negative. There has been no negative impact in the reporting period of 2024-2025.
7	Hazardous Waste Management	Risk	Improper disposal of Hazardous waste generated from operations can lead to violations of environmental regulations, resulting in fines, reputational harm, and increased cleanup costs.	Hazardous waste suitable for landfilling is transferred to a authorized Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF) for secure landfill disposal, in compliance with environmental laws.	Negative. There has been no negative impact in the reporting period of 2024-2025.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	GHG Emissions	Risk	As an API manufacturing company we require energy to carry out manufacturing operations. Utilization of energy from non-renewable sources will result in generation of high GHG emissions and impact on carbon foot print of products produced.	The Company has identified the risk of GHG emissions and taken various initiatives like switching of fuel sources from non-renewable to renewable, energy efficiency enhancement initiatives etc. It has set an Environmental target of becoming Carbon Neutral by 2030 to mitigate and neutralise carbon emissions and thereby significantly reducing impact of GHG emissions.	Negative. There has been no negative impact in the reporting period of 2024-2025.
9	Drug Safety & Quality	Opportunity	Businesses demand consistent and compliant APIs, creating a competitive edge for quality-certified manufacturers. Comprehensive testing specifications are established and verified prior to the release of the API for formulation, in order to ensure compliance with drug safety and quality standards by the Company.	Not Applicable	Positive
10	Employee Health & Safety	Risk	We recognize that employees and contract workers health, safety and well-being is paramount to ensure smooth operations and injury free workplace.	The Company focuses on implementation of strong safety culture driven by top leadership. As testimonial to the commitment on Environment, Health & Safety, the company has obtained ISO 45001:2018 and ISO 14001:2015 certifications. It has established comprehensive health and safety protocols, conducts regular risk assessments, ensures the use of appropriate personal protective equipment (PPE), and provides ongoing trainings to employees and contract workers to maintain a safe working environment.	Negative. There has been no negative impact in the reporting period of 2024-2025.

Sr. 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)
11	Regulatory Compliance	Opportunity	<p>Regulatory compliance is essential for API manufacturers operating in global markets. Non-compliance with regulations set by authorities such as the FDA, EMA, or CDSCO can result in serious consequences, including import bans, warning letters, or product recalls—ultimately affecting business continuity and reputation. On the other hand, strong compliance enhances our credibility and enables access to high-value markets.</p> <p>At our company, every product undergoes multiple layers of testing. We begin with sample testing, followed by detailed reporting, before the product proceeds to the business stage. This rigorous process ensures alignment with regulatory guidelines and significantly reduces the risk of failure.</p> <p>We follow a proactive governance approach that includes internal audits, continuous employee training, and strict adherence to Good Manufacturing Practices (GMP). Additionally, we actively participate in ESG disclosure platforms such as EcoVadis to enhance transparency and demonstrate our commitment to global compliance and sustainability standards.</p>	Not Applicable	Positive

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 22nd April, 2025 at 14:59 IST.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	There are few Policies present on the Company's website available at: https://www.alivus.com/investors/corporate-governance/ (Refer to the table below) and few HR related policies are available on the intranet. Note: Glenmark Life Sciences Limited was renamed Alivus Life Sciences Limited on 17 th December 2024. Due to the ongoing transition, certain policies continue to reflect the former name and are in the process of being updated.								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Policy for Determining Material Subsidiaries	https://www.alivus.com/investors/corporate-governance/	P1
2	Policy for Determination of Legitimate Purpose	https://www.alivus.com/investors/corporate-governance/	P1
3	Policy on Determination of Materiality for Disclosures	https://www.alivus.com/investors/corporate-governance/	P1, P4
4	Archival Policy	https://www.alivus.com/investors/corporate-governance/	P1
5	Board diversity policy	https://www.alivus.com/investors/corporate-governance/	P1
6	Dividend distribution policy	https://www.alivus.com/investors/corporate-governance/	P1, P3
7	Nomination and remuneration policy	https://www.alivus.com/investors/corporate-governance/	P5
8	Policy for the Evaluation of the performance of the Board of Directors	https://www.alivus.com/investors/corporate-governance/	P1
9	Policy on Related Party Transactions and its Materiality ²	https://www.alivus.com/investors/corporate-governance/	P1
10	Policy for Familiarization Programme for Independent Directors	https://www.alivus.com/investors/corporate-governance/	P1
11	Whistle-blower Policy	https://www.alivus.com/investors/corporate-governance/	P1, P5
12	Code of Conduct	https://www.alivus.com/investors/corporate-governance/	P1, P3, P5
13	Code of practices for fair disclosure	https://www.alivus.com/investors/corporate-governance/	P1
14	CSR Policy	https://www.alivus.com/investors/corporate-governance/	P8

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
15	Labour Policy	Intranet	P3
16	Code on Prevention of Insider Trading	Intranet	P1
17	Anti-bribery & Anti-corruption	Intranet	P1
18	Prevention of Sexual Harassment (POSH)	Intranet	P5
19	Conflict of interest	Intranet	P1
20	Gift Policy (exchanging and giving)	Intranet	P1
21	Social Media Policy/ Photo and video release policy	Intranet	P9
22	Grievance redressal	Intranet	P3, P5
23	Anti – Trust and Competition Policy	Intranet	P1, P7
24	Employee Insurance Policy	Intranet	P3
25	Crisis Communication Policy	Intranet	P1, P8
26	Policy on Equal Opportunity	Intranet	P3
27	Supplier Code of Conduct	Intranet	P2,P8
28	IT Usage Policy	Intranet	P1,P9
29	Working Hours, leaves and holidays	Intranet	P3
30	Human Rights Policy	Intranet	P5
31	Environment Health and Safety Policy	Intranet	P2, P3, P6

²Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, certain company policies such as Supplier Code of Conduct are extended to our value chain partners to ensure alignment with our standards.
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.	<p>The policies as mentioned above are based on Principles of NGRBC.</p> <p>Some of the international certifications obtained by the Company are:</p> <ol style="list-style-type: none">ISO 14001:2015 (Environmental Management System-EMS) for Ankleshwar and Dahej Unit (Principle 6)ISO 45001:2018 (Occupational Health and Safety-OHS) for Ankleshwar and Dahej Unit (Principle 3)Dahej Manufacturing facility certified on Good Manufacturing Practices (GMP) as defined by the National Health Surveillance Agency (ANVISA) of Brazil.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Goals for the FY 2024-25 include:</p> <ol style="list-style-type: none">Achieve Water Neutrality by 2027 through reduction, replenishment, and implementation of water harvesting and conservation projects.Adopting cleaner waste disposal methods, with a focus on co-processing and pre-processing.Become Carbon Neutral by 2030 by reducing emissions via energy efficiency, renewable energy, and carbon sequestration initiatives. <p>These targets reflect our commitment to environmental conservation and integration of sustainable practices across operations.</p>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>During FY 2024–25, the Company made steady progress toward its sustainability goals. Water conservation and harvesting projects led to notable reductions in water usage, supporting the journey toward water neutrality by 2027. Significant strides were made in waste management, with increased adoption of co-processing and pre-processing. Efforts to lower carbon emissions through energy efficiency and renewable energy initiatives remained on track towards the 2030 carbon neutrality goal. Minor delays in some regions were addressed with corrective actions to ensure continued momentum.</p>

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Alivus Life Sciences Limited is dedicated to upholding high standards of integrity, both professionally and financially, as well as ethical conduct in its business operations and is deeply committed to actively addressing environmental concerns beyond mere compliance, demonstrated through strong governance systems and meticulous risk management processes. This dedication includes implementing effective policies and procedures to uphold ethical principles, internal guidelines, and relevant legal regulations.</p> <p>Central to the Company's ethos is a steadfast respect for human rights, shaping interactions with employees, suppliers, customers, and communities. The Company prioritizes creating safe and healthy workplaces while making contributions surpassing the United Nations Sustainability Goals through comprehensive CSR initiatives. Upholding high standards of integrity and ethical conduct, the Company fosters a harassment-free workplace and integrates ESG principles into daily operations to drive sustainable growth and build stakeholder confidence.</p> <p>The Company embeds multiple sustainability practices across its core business and manufacturing functions to achieve these goals. It strives to maximize benefits for communities and contribute to global sustainability objectives, aiming to make a positive impact on the environment and society.</p> <p>To drive business growth while ensuring continuity, the Company continues to invest significantly in new technologies for:</p> <div><div>A) Reducing carbon footprint through cleaner energy, water and solvent recycling and reuse.</div><div>B) Backward integration and manufacturing automation.</div><div>C) Enhancing waste treatment technology for solid, liquid, and gaseous waste streams.</div><div>D) Training at all levels to ensure safe operations in compliance with cGMP norms.</div><div>E) Implementing a Safety Pyramid structure with a focus on leading indicators and a strong safety management system highlighting process safety, workplace safety, and industrial hygiene.</div></div>
--	---

Environmental goals include achieving Water Neutrality by 2027, adopting cleaner waste disposal methods, with a focus on co-processing and pre-processing and Carbon Neutrality by 2030. Social objectives encompass - improving access to healthcare, water conservation, holistic community development, access to education, and promoting employee volunteering.

The Company aims to comply with health and safety regulations and other requirements, guided by its Environmental, Health, and Safety (EHS) policy. Regular assessments of employee working conditions are conducted to ensure a safe environment at manufacturing facilities.

Governance-wise, the Company has a strong corporate governance structure overseen by an experienced and diversified Board. The Company upholds high standards of ethical business conduct, transparency, and accountability. Reporting directly to the Board, the Company operates as an independent and professionally managed organization, with governance mechanisms continuously monitored to ensure compliance with legal requirements, financial integrity, and timely disclosures.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>The Board of Directors at the Company, composed of professionals with diverse expertise and backgrounds, play a pivotal role in providing strategic direction while</p>
---	--

The Board of Directors at the Company, composed of professionals with diverse expertise and backgrounds, play a pivotal role in providing strategic direction while actively overseeing the Company's performance with respect to Environmental, Social, and Governance (ESG) considerations. Leveraging its established corporate structure and specialized Committees, the Board ensures that the Company remains aligned with the long-term interests of its stakeholders. In doing so, it fosters a culture of accountability, ethical conduct, and responsible business practices that support the Company's sustainable growth and positive societal impact.

<p>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.</p>	<p>Beyond fulfilling the requirements of statutory committees, the Company has taken a progressive step by voluntarily establishing a dedicated ESG Committee, appointed by the</p>
--	---

Beyond fulfilling the requirements of statutory committees, the Company has taken a progressive step by voluntarily establishing a dedicated ESG Committee, appointed by the Board. This Committee is tasked with adopting a focused and strategic approach to ESG matters. It plays a key role in closely monitoring and guiding the execution of ESG-related action plans, ensuring they are implemented with clarity, accountability, and purpose.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken 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	Yes, the same is undertaken by Board of Directors									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the same is undertaken by Board of Directors									Yearly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
----	----	----	----	----	----	----	----	----

Yes, an independent assessment of the implementation and effectiveness of the Company's policies was conducted by Dhir & Dhir Associates, a renowned law firm. This evaluation focused on reviewing the policies to ensure they meet their intended objectives. The Company undertakes a thorough internal evaluation process, wherein Department Heads and Business Leaders periodically review, refine, and update policies in alignment with evolving business needs and regulatory requirements. These revised policies are then presented for final approval by Senior Management or the Board. Furthermore, internal auditors and relevant regulatory authorities may also examine the Company's processes and compliance measures to verify compliance to applicable standards and frameworks, reinforcing a culture of accountability and continuous improvement.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

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	4	The topics include: Business updates (P1, P4) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9)	100.00
Key Managerial Personnel	5	The topics include: ESG Awareness (P1, P3, P6, P9) Risk Management (P1, P2, P6) Governance (P1, P3) Regulatory Updates (P1, P7) CSR updates (P4, P8) Industry and Competitive Landscape (P1, P2, P9) Advanced Presentation Skills (P1, P3, P4)	100.00
Employees other than BoD and KMPs	6	The essential trainings include: Code of Conduct (P1, P7) Anti-Corruption and Anti Bribery (P1, P7) Conflict of interest (P1) PoSH (P3, P5) Data Protection and Data Privacy (P1, P4, P9) Information Security (P1, P9) (2198 hours of training delivered across these topics).	86.00
Workers*	3	All the necessary trainings provided to the workers around Code of Conduct (P1, P7), PoSH (P3, P5) and Health and Safety (P3, P5)	100.00

Note: Trainings for workers are tailored to their specific department, role, and responsibilities.

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case*	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 6	Gujarat Pollution Control Board (GPCB)	15,00,000	GPCB issued a closure direction under Section 33 A of the Water Act 1974 for closure of the Industrial Plant at Ankleshwar on the 24 th of July, 2024 after the sample collected from GIDC storm water drain was found to exceed certain parameters. This was subsequently rectified and the closure direction was revoked. The Company does not foresee any material impact on the financial, operation or other activities.	No
Settlement	Nil				
Compounding Fee	Nil				
Non-Monetary					
Imprisonment	Nil				
Punishment	Nil				

Note: As disclosed on the Company’s website, the Company reported the above instance to the Board during the financial year 2024-25 basis the materiality specified during that period.

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
No appeal was preferred.	

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, the Company has implemented a comprehensive Anti-Corruption and Anti-Bribery Policy, which is accessible to all employees via the Company’s intranet. This policy strictly prohibits any form of bribery or corrupt practices, including the offering, receiving, or soliciting of bribes, kickbacks, or any other form of undue advantage, whether directly or indirectly, to or from government officials, vendors, or customers.

We firmly believe that corruption and unethical conduct undermine the principles of good governance, disrupt fair business practices, and pose significant risks not only to the organization but also to the broader economy and society. As such, strict compliance to this policy is mandatory for all employees. Any breach will be treated with the utmost seriousness and may lead to stringent disciplinary action.

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

No complaints pertaining to conflicts of interest were reported during the reporting period, and consequently, no corrective actions were required. Should such situations arise in the future, they will be addressed in accordance with the Company's established Conflict of Interest Policy accessible to all employees through the intranet, which outlines clear procedures for identification, disclosure, and resolution.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:³

	FY 2024-25	FY 2023-24
Number of days of accounts payables	98	100

9. Open-ness of Business⁴

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil

Parameter	Metrics	FY 2024-25	FY 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	Nil	0.30
	b. Sales (Sales to related parties/Total Sales)	34.8	34.9
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/ Total Investments made)	Nil	Nil

³The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

⁴The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Note: The Company operates in a B2B model, deals with manufacturing of APIs and does not engage with trading houses or dealer/distributor networks.

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) that were assessed
---	---	---

The Company is currently considering the implementation of awareness programs for its value-chain partners. In the meantime, the Company remains committed to following the established protocols and audits defined under the Alternate Vendor Development (AVD) framework. This structured approach, outlines the comprehensive process for evaluating, selecting, on boarding, and auditing vendors or alternate vendors, ensuring transparency, accountability, and alignment with company standards.

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 Conflict of Interest Policy is easily accessible to all employees through the Company's intranet. In addition, the Company requires all employees to complete detailed training on conflict of interest to ensure they are well-informed and capable of recognizing, disclosing, and appropriately managing any potential conflicts that may arise. By providing both readily available resources and structured training, the Company reinforces its commitment to transparency, ethical behaviour, and integrity across all levels of the organization. This proactive approach helps safeguard the Company's operations and supports its dedication to maintaining the highest standards of responsible and ethical business conduct.

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

Essential Indicators

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

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	9.00	9.00	R&D investments are not only on new product developments but also pertains to spending on several initiatives to make the processes more sustainable which include evaluating lower energy consumption alternatives for manufacture of products, reduction in effluent generation, lower usage of solvents, recovery and reusability of solvents.
Capex	7.00	6.00	These projects pertain to improving environment footprint i.e. waste reduction, energy and water conservation, reducing carbon footprint, continuous manufacturing, flow chemistry etc.

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

The Company has implemented an Alternate Vendor Development (AVD) program designed to integrate ethical, environmental, and sustainability considerations into its sourcing and procurement practices with value-chain partners. This initiative ensures that vendor selection aligns not only with business objectives but also with responsible and sustainable sourcing principles.

The AVD document provides a clear and structured framework outlining the procedures, evaluation steps, and commitments required from vendors to meet the Company's sustainability standards. Vendors or alternate vendors are assessed and selected based on a range of criteria, including return on sales (ROS), pricing, lead times, product quality, regulatory and GMP certifications, FEI and DUNS registrations, Quality Management Systems (QMS), and overall plant capacity.

Moreover, clearance from the Regulatory Affairs (RA) and Intellectual Property (IP) departments is obtained by circulating the Chemistry, Manufacturing, and Controls (CMC) document and resolving any related queries. Regular audits of vendors are conducted to monitor compliance with these established standards, ensuring continued alignment with the Company's ethical and operational expectations.

We are currently in the process of evaluating third-party vendors, with specific consideration given to the fact that our plant is approved by the USFDA and subject to regular FDA audits. Accordingly, the selected vendor must adhere to Good Manufacturing Practices (GMP) and comply with established environmental standards. The third-party vendor under evaluation has been audited by the USFDA regularly over the past three years and has demonstrated continued compliance.

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

The Company has procedures in place and strives to source input materials for its manufacturing processes in alignment with sustainability principles; however, data has not been quantified for the financial year.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company operates in the B2B (Business-to-Business) segment, supplying its products directly to other companies. These companies use our products as inputs in the manufacture of finished pharmaceutical products, which are then distributed in the retail market. As a result, end-of-life product reclamation is not applicable to our operations.

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

The Company has successfully obtained Extended Producer Responsibility (EPR) registration under the Brand Owner category and Importer category. We have achieved the EPR target for the FY 2023-24 and FY 2024-25.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
----------	--------------------------	---------------------------------	--	--	---

The Company is currently not conducting Life Cycle Assessment (LCA).

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
--------------------------	----------------------------------	--------------

Not Applicable

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

Name of Product/ Service	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Fresh Solvent	72.00	66.00
Recovered Solvent	28.00	34.00

Note: The Company took significant efforts to recover solvents in its manufacturing process and reuse it.

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	583.80		0.00	590.00	
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste	0.00	0.00	0.00	0.00	0.00	0.00

Note: As per the EPR Targets achieved in both the financial years.

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 percentage of products sold) for each product category
---------------------------	---

The data has currently not been assessed.

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:

% 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	2040	2040	100.00	2040	100.00	0	0.00	2040	100.00	0	0.00
Female	163	163	100.00	163	100.00	163	100.00	0	0.00	163	100.00
Total	2203	2203	100.00	2203	100.00	163	100.00	2040	100.00	163	7.40
Other than Permanent Employees											
Male	12	12	100.00	12	100.00	0	0.00	0	0.00	0	0.00
Female	5	5	100.00	5	100.00	5	100.00	0	0.00	5	100.00
Total	17	17	100.00	17	100.00	5	100.00	0	0.00	5	29.41

* Percentage of (D) – Maternity benefits for employees and Paternity benefits for permanent employees is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

** We provide crèche facilities to all female employees as per the Maternity Benefit Act and Rules.

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

% 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	No permanent workers identified for the Company										
Female											
Total											
Other than Permanent Employees											
Male	1693	1294	76.43	1693	100.00	0	0.00	0	0.00	0	0.00
Female	23	16	69.57	23	100.00	23	100.00	0	0.00	23	100.00
Total*	1716	1310	76.34	1716	100.00	23	100.00	0	0.00	23	1.34

* Percentage of (D) – Maternity benefits for other than permanent workers is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024.

** We provide crèche facilities to all female other than permanent workers as per the Maternity Benefit Act and Rules.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:⁵

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.12	0.07

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	0	Yes	100.00	0	Yes
Gratuity	100.00	0	NA	100.00	0	NA
ESI	4.00	0	Yes	12.00	0	Yes

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, at the Company, we have in place the necessary infrastructure to support accessibility for employees and workers with disabilities. This includes features such as accessible entry points, push- or lever-operated wash basins, and well-lit corridors designed to improve mobility and comfort. These efforts reflect the Company's commitment to creating an inclusive and supportive work environment where all individuals can navigate and perform their roles with ease. We are committed to being an equal opportunity employer, guided by the principles of the Rights of Persons with Disabilities Act, 2016. We continuously strive to provide inclusive physical and digital infrastructure that meets the accessibility needs of employees and job applicants with disabilities. All efforts are made to ensure that our communication, documents, and IT systems comply with recognized accessibility standards, with a commitment to procuring accessible technologies wherever feasible.

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

Yes, at the Company, we are committed to being an equal opportunity employer, guided by the principles of the Rights of Persons with Disabilities Act, 2016. Our Equal Opportunity Policy, available on the intranet, defines key terms such as discrimination, person with disability, and reasonable accommodation in alignment with the Act. We continuously strive to provide inclusive physical and digital infrastructure that meets the accessibility needs of employees and job applicants with disabilities. All efforts are made to ensure that our communication, documents, and IT systems comply with recognized accessibility standards, with a commitment to procuring accessible technologies wherever feasible. Employees facing accessibility challenges are encouraged to connect with local IT or HR teams or reach out to the Liaison Officer for support. The Company ensures reasonable accommodations are provided to promote equal opportunities in recruitment, enable employees with disabilities to perform essential job functions, and allow them to enjoy the same employment benefits as others. As part of our inclusive practices, employees are invited to voluntarily self-identify as individuals with disabilities, with complete assurance of confidentiality and no impact on their employment.

⁵ The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	None (No permanent workers identified)
Other than Permanent Workers	Yes, The Company has established mechanisms across all its units and locations to ensure that workers can freely voice concerns related to grievances. Each site is equipped with a dedicated display of notices in the respective areas with the name and contact number of the HR representative, and allows individuals to submit written complaints or issues, fostering a safe and confidential channel for communication.
Permanent Employees	Yes, the Company has implemented a variety of platforms and initiatives to foster open communication, improve employee engagement, and ensure a safe and inclusive work environment such as Leadership Connect, Safety Review Mechanism, Drop Box, Town Hall meetings, Tete a Tea (Tea with the Leadership Team), Continuous Listening Officer (Amber - AI Tool). These avenues allow employees to voice their concerns and ensure they are heard and addressed appropriately.
Other than Permanent Employees	Yes, The Company has established mechanisms across all its units and locations to ensure that employees can freely voice concerns related to grievances. Each site is equipped with a dedicated display of notices in the respective areas with the name and contact number of the HR representative, and allows individuals to submit written complaints or issues, fostering a safe and confidential channel for communication.

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

Category	FY 2024-25			FY 2023-24		
	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	Currently, none of the employees or workers at the Company are members of any associations or trade unions. However, the Company fully respects and upholds the right of all employees to freely form, join, and participate in associations without fear of discrimination, harassment, or retaliation, ensuring representatives have workplace access to their members as mentioned in their labour policy. The Company does not place any restrictions or impose any prohibitions on the formation of associations or unions by its employees or workers, reflecting its commitment to fair labour practices and compliance with applicable laws.					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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	2052	2052	100.00	2052	100.00	1872	1872	100.00	1872	100.00
Female	168	168	100.00	168	100.00	146	146	100.00	146	100.00
Total	2220	2220	100.00	2220	100.00	2018	2018	100.00	2018	100.00
Workers										
Male	1693	1693	100.00	1693	100.00	1448	1448	100.00	1448	100.00
Female	23	23	100.00	23	100.00	7	7	100.00	7	100.00
Total	1716	1716	100.00	1716	100.00	1455	1455	100.00	1455	100.00

The trainings provided to the employees on topics contributing to employee skill enhancement include Business Updates, Risk Management, Governance, Regulatory Updates, Industry and Competitive Landscape, Equipment Operations and Standard Operating Procedures, ESG Awareness, and Advanced Presentation Skills, and to the workers were on Health and Safety.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2052	2052	100.00	1872	1872	100.00
Female	168	168	100.00	146	146	100.00
Total	2220	2220	100.00	2018	2018	100.00
Workers						
Male	1693	0	0.00	1448	0	0.00
Female	23	0	0.00	7	0	0.00
Total	1716	0	0.00	1455	0	0.00

Note: The Company has established a robust Business Management System (BMS) and a structured Performance Management System to drive operational excellence. In addition, formal SOPs and guidelines are in place for competency assessments and succession planning for critical roles, ensuring talent retention and organizational continuity. Performance and career development reviews are conducted through a structured Talent Review process involving defined levels, participants, and documented outcomes.

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 of such system?

Yes, the Company has implemented a comprehensive Occupational Health and Safety Management System in accordance with ISO 45001 standards. This system is designed to ensure the well-being, safety, and health of all personnel and extends its coverage to both employees and workers across all company operations.

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 has established a strong and comprehensive framework to identify hazards and evaluate risks associated with both routine and non-routine activities. For routine operations, studies are conducted along with Hazard Identification and Risk Assessment (HIRA) to proactively address potential safety concerns. In the case of non-routine tasks, the Company follows a structured approach through Job Safety Analysis (JSA) and a well-defined permit-to-work system. For process-related hazards, the Company conducts detailed Hazard and Operability (HAZOP) studies to proactively address potential safety concerns and mitigate risks. These measures ensure that all activities are carried out with the highest regard for health and safety, minimizing risks and fostering a culture of proactive risk management across the Company.

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 implemented both online and offline reporting mechanisms to enable employees to report work-related hazards effectively and ensure accountability in safety practices. These systems provide accessible and transparent channels for identifying potential risks, while also allowing for real-time tracking of safety compliance.

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

Yes, the Company ensures comprehensive welfare and social security coverage for its workforce across different locations. At the Dahej Plant, the Company follows the Workmen's Compensation Policy to support workers in the event of job-related injuries. At the Ankleshwar Plant, employees are covered under the ESIC (Employees' State Insurance Corporation) scheme. In addition, all employees are enrolled in the Employees' Provident Fund (EPF) and Pension Scheme, ensuring financial security and long-term benefits.

To promote skill development and workplace safety, the Company provides regular safety and technical training, including hands-on, on-the-job training for workers. The Company also supports government welfare initiatives through the facilitation of E-Shram card registration, with over 300 workers currently enrolled under this scheme at the Ankleshwar facility. Moreover in addition, the Company offers incentive allowances that include food and work-related benefits, further contributing to employee well-being and work allowances.

The Company is committed to prioritizing employee well-being through a comprehensive annual wellness program, accessible via the Aon Visit app. This app promotes healthy habits by tracking steps, heart rate, calorie intake, sleep cycles, and health risk assessments, while also offering exercise videos and wellbeing podcasts. At manufacturing sites, regular health check-ups are conducted by government-approved medical professionals, adhering to Standard Operating Procedures. We cultivate holistic wellness by celebrating Yoga Day and hosting mental health awareness workshops. Online exercise sessions such as Zumba and aerobics further encourage physical activity. On-site occupational health centres provide accessible counselling and support for employees and their families, ensuring immediate assistance during emergencies.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	7	3
	Workers	15	7
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

Note: The Company has enhanced their safety incident reporting culture, leading to greater transparency and opportunities for proactive safety improvements.

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

We have adopted an Environment, Health, and Safety Management system to guarantee a secure and healthy workplace. New employee orientation sessions are conducted to provide safety-related information. Moreover, we have established a clear audit framework to conduct both internal and external audits pertaining to Environment, Health, and Safety (EHS) standards. We are committed to upholding the highest standards of Environment, Health, and Safety through our Environment Health and Safety Policy by proactively complying with all applicable laws and fostering a culture of continuous improvement.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	4	0	All the complaints were resolved

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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

The Company has taken proactive corrective actions to address safety-related incidents and significant risks identified through assessments of its health and safety practices and working conditions. As part of these measures, the Company has introduced reverse charging mechanisms for all products to minimize handling risks, and has adopted the use of conductive hose pipes for solvent charging to reduce the potential for static discharge and improve overall operational safety.

Leadership Indicators

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

Employee: Yes

The Company offers Group Medclaim Insurance, a Voluntary Parental Insurance Policy, and Group Personal Accident Insurance to all employees. These policies provide comprehensive coverage for the well-being of employees and their families. The Company provides medical insurance coverage for all employees and their immediate families, along with accident and term insurance based on grade and designation. Additionally, a parent medclaim facility is available on a no-profit, no-loss basis. In cases of critical illness, the company has supported employees with additional expenses exceeding their insurance limits, with three employees receiving this benefit last year.

Worker: Yes (Through ESIC or Workmen's Compensation Act)

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

The Company ensures statutory dues compliance by deducting PF and ESIC as required and maintaining proper muster roll registers as proof. We have formal stakeholder agreements with all value chain partners outlining their obligations. Regular checks are conducted to confirm timely deduction and deposit of statutory dues.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

At present, the Company does not have a specific operating procedure in place for this particular aspect. However, the Company remains open to evaluating the need for such procedures as its operations evolve and is committed to implementing structured processes wherever necessary to improve efficiency, compliance, and overall governance.

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	100.00
Working Conditions	100.00

Note: The assessment of value chain partners including our manufacturers and suppliers is maintained by all Plant Quality Assurance teams conducted internally and forms an integral part of the Procurement SOP. We ensure compliance by following the established procedures and steps outlined in our AVD document.

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.

The Company continues to adhere to the established procedures and protocols outlined in its Alternate Vendor Development (AVD) document. In cases where risks are identified, audits are conducted, followed by the necessary compliance actions.

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.

At the Company, we follow a well-defined framework to identify and engage with our stakeholders. Any individual or entity that:

- (i) Holds legal, financial, or social interests in the Company,
- (ii) Influences or contributes to the direction and functioning of our business, or
- (iii) Adds value or constitutes an essential part of our business value chain, is regarded as a key stakeholder.

This broad and inclusive approach ensures that we recognize the diverse groups that impact or are impacted by our operations. Our key stakeholders include employees, customers, suppliers, investors, shareholders, regulatory authorities, and communities located near our operational sites. Through regular engagement and transparent communication, the Company strives to maintain strong, collaborative relationships with each of these stakeholder groups.

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
Customers	No	Emails, SMSs, Website, Meetings	Daily	The Company engages with its customers through a structured approach led by a dedicated Customer Experience (CX) team, which focuses on analysing customer queries, feedback, and service-related data to drive continuous improvement. Insights generated are shared across functions to enhance service quality and operational efficiency. To streamline communication and ensure consistency, a regional "Single Point of Contact" (SPOC) model has been implemented, providing personalized and efficient support. As a B2B enterprise, the Company engages primarily with its business customers rather than end consumers, ensuring tailored solutions and responsive service.
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback, AI Tool specialised for Employee feedback, Grievance mechanisms	Frequent and as and when required	The Company utilizes the AMBER (AI) tool, managed by the Head of HR office, to gather employee feedback on various topics including human rights, safety, work comfort, purpose, and process improvements. This platform encourages open communication and understanding across all organisational levels. The data collected through AMBER is reviewed by top management to identify issues and take corrective actions.

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
				Insights are also addressed through committees such as Safety Committee for safety and working conditions, ICC Committee for matters related to POSH. In addition management conducts open houses, skip level meetings, and leadership connects. The Company also has a grievance redressal mechanism in place where employees can express their queries and concerns based on the feedback provided. Management tries to resolve such issues in stipulated time line whether they relate to human rights, working conditions, safety, or ethics.
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	The Company engages with its suppliers through clearly defined procedures outlined in the AVD document and the Supplier Code of Conduct, ensuring compliance with ethical, regulatory, and operational standards. Supplier qualification includes SOP-driven assessments and mandatory adherence to GMP and environmental, safety and human rights norms.
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls.	As per statutory requirements, as well as, as and when required	The engagement aims to foster transparent communication with investors, focusing on key operational and financial matters. This includes discussions related to business operations, disclosures made on stock exchanges, approval of financial statements and dividend declarations, dividend pay-outs, and investor presentations. The objective is to address key topics and concerns raised by stakeholders in a timely and informed manner.

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
Communities around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings and visits	Frequent and as and when required	The Company engages with communities to promote inclusive development and long-term well-being through healthcare, education, skill development, sustainable livelihood solutions and environmental initiatives. It also supports disaster management efforts and undertakes need-based interventions as required. By addressing critical healthcare needs, supporting quality education, and driving sustainability efforts, the Company strives to uplift underrepresented groups and protect natural resources. These efforts reflect a commitment to social responsibility and shared progress. Community programs are aligned with broader developmental goals to create lasting positive impact.
Shareholders	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications	As per statutory requirements, as well as, as and when required	The purpose of engagement with shareholders is to ensure transparent communication and active participation in key matters concerning the company. The scope of such engagement includes discussions on operations, disclosures on the stock exchange, approval of financial statements and dividend declarations, dividend payouts, investor presentations, and reports such as the conservation of energy report. Key topics and concerns raised during these engagements are addressed through structured communication channels to maintain trust and regulatory compliance.

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.

While ESG considerations are integrated into the Company's daily operations, a formalized stakeholder consultation process specifically focused on ESG matters has not yet been instituted. However, relevant stakeholder interactions are actively carried out by respective business and functional leaders as part of their routine engagements. The insights and feedback gathered through these consultations are systematically communicated to the Board of Directors during quarterly meetings, ensuring that stakeholder perspectives continue to inform strategic ESG-related discussions and decisions.

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

Yes, the Company actively uses stakeholder consultations to identify and manage key environmental and social topics. Inputs from community members, local authorities, and other stakeholders have played a critical role in shaping several flagship initiatives. For instance, Project Sampurna was developed in response to community feedback highlighting the need for improved maternal and child healthcare services. The program supports ASHA workers, enhances Primary Health Centres, and addresses nutritional and immunization gaps. Similarly, Project ViGyasa was initiated to foster scientific thinking among schoolchildren, following consultations with educational institutions and public trusts. A baseline needs assessment is conducted for local community projects to identify the priorities, followed by an end-line evaluation to measure progress and impact. On the environmental front, discussions with farming communities and local bodies guided the implementation of large-scale tree plantations and solar-powered drip irrigation systems to address water conservation and energy efficiency. These engagements ensure that the Company's sustainability efforts are aligned with community needs and create meaningful impact on the ground.

Similarly, for Community Development we support local community initiatives focusing on sustainable livelihood, skill development, integrated rural/village/slum development, supporting farm and non-farm families for economic activity and creating an ecosystem for multiple livelihood opportunities and employment enhancing vocational skills. We also extend support for any research and development, need based intervention or in instances of disaster management. All these are done in consultation with our plants and the local collectors and most importantly in accordance to the community needs.

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

The Company actively engages with vulnerable and marginalized stakeholder groups through targeted community development initiatives in healthcare, education, and environmental sustainability. A baseline needs assessment is conducted for local community projects to identify the priorities, followed by an end-line evaluation to measure progress and impact. Through Project Sampurna, the Company addresses the health needs of adolescent girls, pregnant and postnatal women, and children under five by enhancing access to primary healthcare, nutritional support, immunization awareness, and diagnostic services. To support educational inclusion, Project ViGyasa focuses on nurturing scientific curiosity among students in government-funded schools by establishing science labs and providing specialized teacher training. In alignment with environmental justice, the Company promotes sustainability through carbon neutrality initiatives, including large-scale tree plantation and energy-efficient practices. The Solar initiative further supports rural farming communities by encouraging renewable energy use and drip irrigation to conserve water. Stakeholder consultations guide these efforts, enabling the Company to identify critical local needs and tailor its programs accordingly. These engagements help ensure that underserved communities are heard and supported through meaningful and inclusive actions.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2203	2203	100.00	2014	2014	100.00
Other than permanent	17	17	100.00	4	4	100.00
Total Employees	2220	2220	100.00	2018	2018	100.00
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	1716	1716	100.00	1455	1455	100.00
Total Workers	1716	1716	100.00	1455	1455	100.00

Note: Necessary trainings are provided to the employees and workers on Code of Conduct, POSH and Health and Safety.

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

Category	FY 2024-25					FY 2023-24				
	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	2203	0	0.00	2203	100.00	2014	0	0.00	2014	100.00
Male	2040	0	0.00	2040	100.00	1870	0	0.00	1870	100.00
Female	163	0	0.00	163	100.00	144	0	0.00	144	100.00
Other than Permanent	17	0	0.00	17	100.00	4	0	0.00	4	100.00
Male	12	0	0.00	12	100.00	2	0	0.00	2	100.00
Female	5	0	0.00	5	100.00	2	0	0.00	2	100.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1716	237	13.81	1479	86.19	1455	238	16.36	1217	83.64
Male	1693	215	12.70	1478	87.30	1448	231	15.95	1217	84.05
Female	23	22	95.65	1	4.35	7	7	100.00	0	0.00

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR)	Number	Median remuneration/ Salary/ Wages of respective category (INR)
Board of Directors (BoD)*	4	2,94,12,617	1	14,00,000
Key Managerial Personnel**	4	5,53,54,701	0	0
Employees other than BoD and KMP	2040	5,49,513	159	5,30,749
Workers	1693	1,86,422	23	1,79,712

* Excluding Mr. Vijaykumar Shah, who passed away on 26th February, 2025 and the Non-Executive Director who has not received any remuneration/ Sitting fees or received only part remuneration/sitting fees during FY 2024-25.

**KMP includes the Managing Director, Executive Director, Chief Financial Officer, and Company Secretary of the Company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:⁶

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	7.17	6.11

There has been an increase in the percentage of remuneration in the reporting year as compared to the previous FY.

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)

At the Company, human rights-related concerns are addressed through a structured framework that includes a dedicated Safety Committee, the AI-based feedback tool Amber, Town Hall meetings, and Leadership Connect. These mechanisms ensure timely acknowledgment and resolution of grievances related to human rights. The Site HR Lead, Corporate HR Head, and relevant committees play a key role in this process. The Company promotes open communication and fosters a safe, inclusive, and respectful work environment. This approach reaffirms our commitment to upholding human dignity and valuing every employee's voice.

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

At the Company, the principles of human rights as outlined in the United Nations Global Compact (UNGC) are deeply embedded in our organizational ethos and operational framework.

We are guided by a strong foundation of good governance, strict compliance with applicable laws, and a commitment to fair and ethical workplace practices. This includes ensuring timely payment of salaries, upholding equal opportunity for all without any form of discrimination, and fostering a respectful and inclusive work environment. To support this commitment, we have established clear mechanisms for addressing employee grievances. Any concerns related to human rights or workplace conduct are directed to the Human Resources department, where they are reviewed with diligence and resolved in accordance with internal policies and legal standards. The resolution and closure of each grievance are formally communicated to the concerned individual, reinforcing our dedication to transparency, accountability, and employee well-being. The Plants maintain a Quality Assurance team with a Environment, Health and safety checklist that forms an integral part of the Procurement SOP for value chain partners including our manufacturers and suppliers for compliance to human rights related issues.

⁶The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such concerns identified in the previous FY and Current FY.					
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, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No such complaints have been filed for the Previous FY and Current FY.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

At the Company, we place a strong highlight on educating our stakeholders about harassment, discrimination, and the importance of fostering a respectful workplace culture. This commitment is reflected in our comprehensive approach, which includes the implementation of the Prevention of Sexual Harassment (POSH) Policy, regular sensitization sessions, targeted training programs, and ongoing awareness campaigns. At every location there is an Internal Complaints Committee whose primary functions include investigating complaints, promptly resolving them, and recommending appropriate actions to the management.

9. Do human rights requirements form part of your business agreements and contracts?

The Company is presently undertaking a review and update of its standard agreement templates, with a dedicated focus on embedding human rights-related provisions. This initiative reflects our ongoing commitment to aligning business practices with ethical standards and global human rights principles.

Moreover, even in instances where standard agreements are not used, the Company aims to maintain consistency by incorporating relevant human rights clauses into all agreements. Our vendor approval process is governed by structured operational procedures that include a comprehensive human rights compliance checklist. Upon satisfactory evaluation, a formal Quality Agreement is executed with the vendor to ensure adherence to our standards and expectations.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	33.00
Forced/involuntary labour	33.00
Sexual Harassment	33.00
Discrimination at workplace	33.00
Wages	33.00

Note: At Ankleshwar and Dahej Plants, inspections are conducted by the Global Logistics Organization (GLO) as well as external authorities. Factory inspections are also carried out by the Directorate of Industrial Safety and Health (DISH), a government regulatory body, to ensure compliance with statutory safety standards.

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

No complaints for any audits conducted, therefore not applicable.

Leadership Indicators

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

At the Company, we have adopted a comprehensive approach to managing human rights grievances, ensuring accessibility, transparency, and timely resolution. In addition to offering multiple channels for employees to voice concerns—whether through direct communication or digital platforms—we have embedded key human rights principles into our internal policies and Standard Operating Procedures (SOPs). These resources are readily accessible to all employees via our intranet system. Our Code of Conduct, which is publicly accessible, serves as a guideline that all employees are required to follow.

Additionally, our vendor approval process also incorporates an assessment of human rights practices, ensuring that we partner with entities that share our commitment to upholding these principles.

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

At the Company, we take pride in being an equal opportunity employer, firmly committed to fostering a diverse, inclusive, and respectful work environment. Our core values are deeply rooted in the protection and promotion of human rights across all facets of our operations. We also have a Human rights Policy in place available on the intranet.

This includes a strong stance against forced or child labour, the upholding of freedom of association and collective bargaining rights, and the assurance of fair and equal remuneration for all. While we currently do not undertake formal human rights due diligence, these fundamental principles are embedded into our policies, processes, and day-to-day practices.

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?

At the Company, we are deeply committed to fostering an inclusive and accessible environment for all, including differently abled visitors. We have put in place a range of thoughtful infrastructural measures to ensure that every individual can navigate our premises comfortably and independently.

From the outset, our buildings feature accessible entryways designed to accommodate mobility aids such as wheelchairs and walkers. Within our facilities, we have installed user-friendly fixtures like push or lever-operated washbasins to promote ease of use. Moreover, our corridors are brightly and uniformly lit to support safe and effortless movement throughout the workspace.

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	100.00
Discrimination at workplace	100.00
Child Labour	100.00
Forced Labour / Involuntary Labour	100.00
Wages	100.00

Note: The assessment of value chain partners including our manufacturers and suppliers is maintained by all Plant Quality Assurance teams conducted internally and forms an integral part of the Procurement SOP. We ensure compliance by following the established procedures and steps outlined in our AVD document. This requirement is also addressed within the Supplier qualification SOP and under the Supplier Code of Conduct, which mandates that all suppliers fully comply with the outlined guidelines.

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

No significant issues or concerns have arisen from the assessments mentioned above, and as such, no corrective actions have been required or are currently underway.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:⁷

Parameter	FY 2024-25 (In Gigajoules)	FY 2023-24 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	36,672.91	27,571.98
Total fuel consumption (B)*	2,06,569.59	88,906.41
Energy consumption through other sources (C) – Steam Purchased from Bio briquette	70,409.72	-
Total Energy consumption from renewable sources (A+B+C)	3,13,652.22	1,16,478.39
From non-renewable sources		
Total electricity consumption (D)	2,53,501.44	2,73,225.06
Total fuel consumption (E) **	72,289.24	16,093.38
Energy consumption through other sources (F) – Steam Purchased from Coal	1,52,636.49	2,56,142.37
Total Energy consumption from non-renewable sources (D+E+F)	4,78,427.17	5,45,460.81
Total energy consumed (A+B+C+D+E+F)	7,92,079.39	6,61,939.20
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) - GJ/ ₹	0.000033	0.000029
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) - GJ/US Dollars ⁸	0.00069	0.00065
Energy intensity in terms of physical output - GJ/MT ⁹	1,000.10	1,026.26
Energy intensity (optional) - GJ/Employee	356.79	328.02

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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:

Our facilities at the company do not fall under the scope of the Government of India’s Perform, Achieve, and Trade (PAT) Scheme. As a result, our sites are not bound by the specific regulatory obligations of the PAT scheme, providing us with operational flexibility while we continue to adhere to applicable energy efficiency and conservation standards.

⁷The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁸The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁹The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

^{*}During the current year, the company has commenced consumption of in-house steam generated from bio-briquettes, resulting in a measurable increase compared to the previous year.

^{**}During the current year, the company initiated the consumption of in-house steam generated from natural gas, observed an increase in diesel consumption, and introduced Light Diesel Oil (LDO) for use in the furnace, collectively resulting in a measurable increase compared to the previous year.

3. Provide details of the following disclosures related to water, in the following format:¹⁰

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,34,031.84	3,24,061.79
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,34,031.84	3,24,061.79
Total volume of water consumption (in kilolitres)	3,06,201.00	2,85,971.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations) KL/₹	0.000013	0.000013
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- KL/US Dollars ¹¹	0.00027	0.00028
Water intensity in terms of physical output- KL/MT ¹²	386.62	443.37
Water intensity (optional) – KL/Employee	137.93	141.71

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
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	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Primary, Secondary and Tertiary Treatment	27,830.84	38,090.79

¹⁰The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹¹The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹²The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	27,830.84	38,090.79

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has established a strong wastewater management system, comprising Effluent Treatment Plants (ETPs) with integrated primary, secondary, and tertiary treatment processes enabling efficient removal of contaminants across various waste streams. Following these stages, Reverse Osmosis (RO) plants are deployed specifically to treat low Chemical Oxygen Demand (COD) effluents, ensuring high-quality water recovery for reuse.

For effluent streams with high COD concentrations, the Company employs a two-step treatment process beginning with a stripper unit to remove volatile organic compounds, followed by a Multiple Effect Evaporator (MEE) for volume reduction and concentration of waste. The residual waste from these processes is managed responsibly—organic process residue is directed for pre-processing or co-processing, typically in cement kilns or other industrial facilities, while solid inorganic waste is transferred to a Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF) for secure landfill disposal in accordance with environmental regulations.

In a further commitment to sustainability, all permeate generated from the RO systems is reused within utility operations, significantly reducing freshwater dependency. In addition, the Company has installed Sewage Treatment Plants (STPs) to manage wastewater from domestic sources. These STPs are also followed by RO treatment, and the resulting treated water is repurposed for landscaping and gardening activities, promoting water conservation and efficient resource utilization.

Through this integrated and multi-tiered wastewater management strategy, the Company not only ensures full regulatory compliance but also supports its long-term environmental conservation goals by maximizing water recovery, minimizing waste generation, and reducing the ecological footprint of its operations.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	ppm	16	29
SOx	ppm	10	15
Particulate matter (PM)	mg/m3	34	40
Persistent organic pollutants (POP)	-	NIL	
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-

Yes, the Ankleshwar & Dahej plants are assessed by Shree Green Consultancy and Mohol and Kurkumbh plants are assessed by Green EnviroSAFE.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:¹³

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) *	Metric tonnes of CO2 equivalent	7,232.78	2,599.73
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) ** ¹⁴	Metric tonnes of CO2 equivalent	88,035.94	1,09,019.25
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/Rs.	0.0000040	0.0000049
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ¹⁵	Metric tonnes of CO2 equivalent/US Dollars	0.00008	0.00011
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ¹⁶	Metric tonnes of CO2 equivalent/MT	120.29	173.05
Total Scope 1 and Scope 2 emission intensity (optional)	MT CO2/Employee	42.91	55.31

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has implemented a range of projects and initiatives aimed at reducing greenhouse gas emissions and improving energy efficiency across its operations. These efforts focus on optimizing energy usage, upgrading equipment, and adopting sustainable practices to reduce overall environmental impact. Some of the key projects include:

1. Installation of Energy-Efficient 300 TR Chiller: A standby 300 TR chiller was installed, resulting in an annual electricity saving of 631,080 KWh and helping to significantly reduce associated emissions.

¹³The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁴The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁵The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁶The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

*The increase in Scope 1 emissions during the current year can be attributed to higher consumption of diesel, bio-briquette and natural gas, the introduction of Light Diesel Oil (LDO) in the furnace, and an increase in the quantity of refrigerant refilled.

**The reduction in the consumption of purchased steam from coal has contributed to a decrease in Scope 2 emissions during the current year.

2. Replacement of Transformer with High-Efficiency Model: An outdated transformer was replaced with a modern, high-efficiency version, yielding an annual energy saving of 170,643 KWh.
3. Revamp of Brine Plant Systems: The P-15, 16 brine plant was upgraded to improve operational performance, leading to annual electricity savings of 2,25,614 KWh.
4. Adoption of PSA Nitrogen Gas Outsourcing: Transitioning from in-house nitrogen generation to outsourced PSA nitrogen gas supply led to a reduction of 349,684 KWh annually.
5. Optimization of Jet Mill Air Compressor Operations: Modifications to the jet mill air compressor system—including piping upgrades and interconnections—enabled shutdown of a reciprocating compressor, saving 736,992 KWh per year.
6. Installation of Refrigerant Gas Condenser and HVAC Cooling Coil: A refrigerant condenser and improved cooling coil were added to the PP-02 HVAC system, resulting in an annual energy saving of 229,950 KWh.
7. Implementation of Auto On/Off Controls for Cooling Tower Fans: A temperature-based control system was introduced for two ejector cooling tower fans in P-15, saving 20,494 KWh annually.
8. Upgrading Cooling Water Header Line in P-15: Replacing the existing metal cooling water header with a PPRC line helped reduce energy usage by 59,051 KWh annually.
9. Voltage Optimization across PCCs: Voltage settings were optimized from 400V to 410V, leading to reduced energy losses and a measurable saving in power consumption.
10. Use of AOD Pumps in Place of Conventional Motors: Two air-operated diaphragm (AOD) pumps were installed in place of 3HP motors for MLR transfer, saving 2,205 KWh per year.
11. Control Panel for Dew Point-Based Air Dryer Management: A control panel was installed to minimize purge loss in air dryers, saving 17,018 KWh annually.
12. Compressed Air Loss Reduction through Drain Valve Installation: Mechanical no air-loss auto drain valves were introduced to reduce air losses in the compressed air system, achieving an annual saving of 10,527 KWh.
13. Lighting System Optimization via Motion Sensors: Motion sensors were installed for low-load lighting areas, resulting in electricity savings of 1,869 KWh annually.

9. Provide details related to waste management by the entity, in the following format:¹⁷

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	683.23	704.00
E-waste (B)	0.92	1.08
Bio-medical waste (C)	1.50	0.99
Construction and demolition waste (D)	-	-
Battery waste (E)	0.99	0.13
Radioactive waste (F)	-	-
Other Hazardous waste (G)		
ETP Sludge	1,847.15	822.80
Evaporator Salt	1,964.83	982.80
Insulation waste	33.45	27.05
Plastic Waste	14.50	30.27
Distillation residue	1,962.91	2,158.88
Process waste	2,051.94	2,136.69
Spent Carbon	115.59	147.75
Spent Solvent	5,235.52	4,480.83
Spent Solvent from Stripper	2,174.50	1,930.47
Contaminated Cotton waste and Used rubber hand gloves	22.25	24.45

¹⁷The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
Spent Acid	674.97	398.60
Residue in Waste	214.41	214.34
Sludge from barrel cleaning	0.43	0.43
Oil Specification Product	-	0.15
Other Non-hazardous waste generated (H)		
Metal Scrap	742.05	144.64
Corrugated boxes	13.73	17.90
Broken Glass	44.75	39.05
Shredding paper waste	15.50	16.34
Wooden Scrap	100.28	105.50
Total (A+B + C + D + E + F + G + H)	17,915.40	14,385.14
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/Rs.	0.00000075	0.00000063
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)- MT/US Dollars ¹⁸	0.000016	0.000014
Waste intensity in terms of physical output- MT/MT	22.62	22.30
Waste intensity (optional) – MT/Employee ¹⁹	8.07	7.13
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Hazardous waste, Plastic, E-waste, Battery waste and Non-hazardous waste		
(i) Recycled (Spent Solvent, Plastic, E-waste and Battery waste, Metal scrap, Corrugated Boxes, Broken glass, Shredding paper waste and wooden scrap)	6,756.13	4,368.16
(ii) Re-used* (Spent Acid, Distillation residue, Process waste, Spent Carbon, Spent Solvent, Spent Solvent from Stripper and Contaminated cotton waste and used rubber hand gloves)	7,070.93	7,920.44
(iii) Other recovery operations	-	-
Total	13,827.06	12,288.59
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Hazardous waste and Biomedical waste		
(i) Incineration - Sludge from Barrel Cleaning, Biomedical waste, Off-specification product	14.00	19.27
(ii) Landfilling - ETP sludge. Evaporator salt, insulation waste, Plastic waste	4,074.34	2,077.25
(iii) Other disposal operations -	-	-
Total	4,088.34	2,096.52

*The waste considered under reuse has undergone pre-processing and co-processing, facilitating the subsequent reutilization of these materials.

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

¹⁸The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁹The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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:

Our facility is equipped with a comprehensive system for the collection, treatment, and recycling of effluents, ensuring responsible and sustainable management of industrial and domestic wastewater. A significant portion of the treated effluent is recycled and reused within our operations, thereby reducing our dependence on fresh water resources. The remaining treated effluent is safely discharged to a government-approved Common Effluent Treatment Plant (CETP), in full compliance with regulatory standards.

We prioritize solvent recovery within our processes to minimize waste generation and enhance resource efficiency. Recovered solvents are reused in our operations, while excess quantities are responsibly transferred to authorized recyclers for further processing.

Solid waste management is carried out through scientifically approved methods, including secure landfilling and utilization in co-processing units, thereby aligning with best practices for environmental conservation. Additionally, spent oils and process residues are managed through co-processing and is also sent to authorized facilities to ensure safe disposal. All plastic waste generated is systematically segregated and sent to certified recyclers, supporting circular economy principles.

In adherence to biomedical waste regulations, any medical or bio-hazardous waste generated is handed over to authorized agencies for appropriate and safe disposal, ensuring the protection of human health and the environment.

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

S. No.	Location of operations/offices	Types 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.
--------	--------------------------------	---------------------	---

The Company currently is not operating in any 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
-----------------------------------	----------------------	------	---	--	-------------------

Not Applicable. No projects requiring an EIA were undertaken by the Company.

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

Sr. 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 taken, if any action
1.	Section 33 A of the Water Act 1974	Gujarat Pollution Control Board (GPCB) issued a closure direction for closure of the Industrial Plant at Ankleshwar on the 24 th of July, 2024 after the sample collected from GIDC storm water drain was found to exceed certain parameters. The Team actively engaged in addressing the matter with the board to thoroughly understand the matter and seek resolution. The team acknowledged that over the past few weeks there were incessant rains in the district which may have resulted in the same.	GPCB imposed an interim Environmental damage compensation of ₹ 15,00,000/- which was duly paid by the Company. The Company does not foresee any material impact on the financial, operation or other activities.	This was subsequently rectified and the closure direction was revoked. The Fine imposed was duly paid by the Company. Based on such revocation, the Company considered to restart its operation at Ankleshwar facility and is committed to highest standards of environmental and corporate governance.

Leadership Indicators

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

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

(i) Name of the area – Nil

(ii) Nature of operations – Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- Not Applicable		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- Not Applicable		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- Not Applicable		
- With treatment – please specify level of treatment		
(iv) Sent to third - parties		
- Not Applicable		
- With treatment – please specify level of treatment		
(v) Others		
- Not Applicable		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) - Limited	Metric tonnes of CO2 equivalent	69,532.27	59,871.91
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/rupees	0.0000029	0.0000026
Total Scope 3 emission intensity (optional)	Metric tonnes of CO2 equivalent/employee	31.32	29.67

Note: For FY 23-24 and FY 24-25, Scope 3 has been calculated basis 5 parameters (Upstream Scope 3) which are Purchased Goods and Services, Capital Goods (Limited), Business Travel, Employee Commuting, and Waste generated in operations.

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

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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.

Not applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
1	Installation of standby 300 TR Chiller	A new energy-efficient 300 TR chiller was installed to serve as a standby unit, replacing an older, less efficient system. This significantly reduces energy consumption during peak loads or equipment downtime.	Achieved an annual electricity saving of approximately 6,31,080 KWh
2	Use of raw water in place of purified water for filter cleaning	Implemented the use of raw water for filter cleaning instead of purified water, helping conserve treated water. This change not only reduced the demand for purified water but also supported more sustainable water management practices across the facility.	Saved 2,916 KL of purified water annually, lowering the energy demand for water purification.
3	Pre-treatment (MGF & Softener) removed from all purified and Potable Water System	Removed the pre-treatment units (MGF and softener) from all purified and potable water systems, streamlining operations and reducing the reliance on chemicals. This change enhanced system efficiency, lowered maintenance needs, and promoted more sustainable water treatment practices.	Saved 8,213 KL of water annually, minimizing chemical usage and operational load.
4	Installation of dew point based control panel	Installed a dew point-based control panel in the JM air compressor (P01-AC-03) to optimize air dryer purge cycles, effectively reducing compressed air loss. This improvement enhanced system efficiency, minimized energy waste, and contributed to more sustainable operations.	Saved 17,018 kWh of electricity per year.
5	Replacement of old transformer with new energy efficient transformer	Replaced the old transformer with a new energy-efficient model, significantly reducing transmission and conversion losses. This upgrade improved overall system efficiency, minimized energy waste, and contributed to long-term cost savings and enhanced performance.	Annual energy savings of 1,70,643 kWh, directly cutting down electricity-based emissions.
6	Reuse of AHU condensate	Captured and reused condensate water from the AHUs of P-15, P-16, and P-17 for non-potable purposes, such as cooling tower make-up. This initiative significantly reduced freshwater consumption, promoting sustainable water management practices and improving overall resource efficiency.	Conserved 3,647 KL of water annually, reducing the energy footprint for water processing.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
7	Revamping of P-15,16 Brine plant (68 TR)	Revamped the P-15 and P-16 Brine Plant (68 TR) to enhance its performance and improve energy efficiency. This upgrade optimized the cooling process, reduced energy consumption, and increased the overall operational efficiency of the system.	Achieved 2,25,614 kWh of annual energy savings due to improved system efficiency.
8	Installation of controller-based auto on/off system	Installed a controller-based auto on/off system for the new admin raw water pump, operating it based on tank level requirements. This automation ensured that the pump runs only when needed, optimizing water usage and reducing energy consumption.	Saved 11,545 kWh of electricity annually by preventing unnecessary pump operations.
9	Installation of mechanical no-air-loss valves	Installed mechanical no-air-loss auto drain valves in the air receiver to effectively minimize compressed air waste. This solution ensures that condensate is drained without releasing valuable compressed air, improving system efficiency and reducing energy consumption.	Annual electricity savings of 10,527 kWh from optimized compressor use.
10	Temperature based auto on/off operation system	Implemented temperature-based auto on/off operation for two P-15 Ejector Cooling Tower fans, ensuring they operate only when necessary. This system optimized fan usage, reducing energy consumption and preventing overuse while maintaining efficient cooling performance.	Resulted in savings of 20,494 kWh per year by running fans only when required.
11	PSA Nitrogen Gas Outsourcing instead of in-house generation for intermediate areas	Outsourced nitrogen gas supply for intermediate areas instead of generating it in-house, reducing the reliance on energy-intensive processes. This shift not only cuts down on the energy consumption but also streamlines our operations, leading to cost savings and more efficient resource management.	Reduced in-house electricity use by 3,49,684 kWh per year, curbing process-related GHG emissions.
12	Installation of oil vacuum pumps in place of steam ejectors	Installed six oil vacuum pumps (Becker - 1, HK - 5) in place of steam ejectors to enhance thermal efficiency. This replacement improved overall system performance, reduced energy consumption, and optimized the vacuum process, leading to more sustainable and cost-effective operations.	Saved 1,814 MT of steam and 3,360 KL of water annually by eliminating steam-based operations.
13	Replacement of process cooling water header line	Replaced the process cooling water header line in P-15 from MS to PPRC piping. This substitution reduced friction losses, improved flow efficiency, and enhanced the overall performance and longevity of the system.	Achieved 59,051 kWh of annual energy savings due to reduced pumping load.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
14	Reusing RO reject water in garden, recovery, recycle, condensate recovery, boiler water reduction	Implemented multiple initiatives to enhance water management, including recovering condensate, and recycling boiler water. These efforts significantly reduced water waste, optimized resource usage, and promoted sustainability across the facility.	Saved 3,220 KL of water annually, minimizing treatment and pumping energy demands.
15	Optimization of unloading hour of Jet mill air compressor	Optimized the unloading hours of the Jet Mill air compressor through piping modifications and by keeping the compressor on standby when not in use. This adjustment streamlined the compressor's usage, improving efficiency, reducing active hours, and lowering energy consumption.	Realized 7,36,992 kWh in annual electricity savings from optimized air compressor operation.
16	Installation of hybrid carbon composite fan of aerofoil design	Installed advanced aerofoil fans that deliver higher airflow while consuming less energy. This upgrade enhanced system performance by improving air circulation efficiency, resulting in significant energy savings and a more sustainable operation.	Improved air handling efficiency, indirectly reducing energy demand (qualitative impact).
17	Enhancing condensate recovery system	Enhanced the condensate recovery system to reclaim a larger percentage of steam, improving overall efficiency from 28% to 43%. This upgrade not only maximized resource recovery but also reduced energy loss, contributing to cost savings and more sustainable steam management.	Recovered 420 MT of steam per year, decreasing boiler fuel requirements and emissions.
18	Reducing temperature deration of steam	Upgraded the thermal recovery process by reducing the temperature deration of steam, improving efficiency. The steam condensate temperature deration was reduced from 14% to 11.5%, resulting in better energy recovery, reduced losses, and enhanced overall system performance.	Saved 1,024 MT of steam annually, improving thermal energy efficiency.
19	Optimizing plant voltage	Optimized plant voltage by reducing it from 410V to 400V at the PCCs, lowering it by 10 volts (2%) to decrease unnecessary power draw. This adjustment helped improve energy efficiency, reduce power consumption, and lower operational costs.	Estimated savings of 1 kWh annually per 1% reduction in voltage, lowering electrical load.
20	Using RO permeate water	Utilized RO permeate water from the ETP for cooling towers, significantly reducing the reliance on fresh water. This practice not only minimized water consumption but also supported sustainable water management by recycling treated water for operational needs.	Saved 438 KL of water annually and reduced demand on fresh water systems.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along - with summary)	Outcome of the initiative
21	Motion Sensor Lights	Installed motion sensors for a total of 0.320KW in light fittings, ensuring that low-load lighting operates only when areas are occupied. This energy-efficient solution reduced unnecessary power usage, contributing to lower energy consumption and enhanced sustainability.	Saved 1,869 kWh of electricity per year, reducing idle power usage.
22	Replacing 3HP pumps with AOD pump	Replaced conventional 3HP pumps with air-operated double diaphragm (AOD) pumps for MLR transfer, using two units. This upgrade improved pumping efficiency, reduced energy consumption, and enhanced the reliability of the transfer process, leading to better operational performance.	Electricity savings of 2,205 kWh annually, with lower maintenance and improved efficiency.
23	Installation of refrigerant gas condenser	Enhanced the HVAC system for PP-02 by installing a refrigerant gas condenser (HE) and cooling coil, improving the overall refrigerant cycle efficiency. This upgrade optimized heat exchange, leading to better system performance, reduced energy consumption, and enhanced cooling effectiveness.	Achieved 2,29,950 kWh of annual electricity savings, improving HVAC performance.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- The Company has implemented a robust Business Continuity Plan (BCP) to ensure the seamless delivery of critical services during disruptions caused by natural disasters, technical failures, or unforeseen events. The BCP identifies potential threats, assesses impact, and defines recovery strategies that are regularly tested for effectiveness. It documents essential information such as contact lists, backup protocols, and emergency procedures to minimize downtime. Supported by a structured risk matrix, the plan outlines preventive controls and recovery measures. Incident response is guided by Standard Operating Procedure QA09, reinforcing the company's commitment to operational resilience and the protection of key business functions.
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 are no significant adverse environmental impacts arising from the company's value chain. The Company is committed to upholding high standards of environmental responsibility throughout its operations and extends this commitment across its entire value chain. Proactive measures are implemented to ensure that all activities—from procurement and production to distribution and service delivery—are conducted in an environmentally responsible manner.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- NIL
8. How many Green Credits have been generated or procured?²⁰
- a. By the listed entity - Nil

b. By the top 10 (in terms of value of purchases and sales, respectively) value chain partners - Nil

²⁰The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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 one trade and industry chambers/ associations.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Bombay Chamber of Commerce and Industry	National

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 active taken
	Nil	

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
					Not Applicable

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
-----------------------------------	----------------------	----------------------	---	---	---------------------

Considering the operations, SIA is not applicable to our entity.

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

S. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
-------	--	-------	----------	---	--------------------------	---

We have no ongoing projects on R&R.

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

As a responsible corporate citizen, the Company adopts a human-centric approach to contribute meaningfully to the welfare of communities surrounding its facilities, adjoining regions, and aspirational districts. Recognizing the community as a key stakeholder, the Company places strong importance on nurturing this relationship through proactive engagement.

Prior to initiating any Corporate Social Responsibility (CSR) activities, the Company conducts a thorough assessment of community needs using baseline data. This helps ensure that interventions are tailored to address specific local issues effectively. Post-assessment, the Company actively collaborates with the community to resolve grievances and implement initiatives that are aligned with both Schedule VII of the Companies Act, 2013 and the United Nations Sustainable Development Goals (SDGs). Through this structured and inclusive approach, the Company strives to create a lasting positive impact on the communities it serves.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:²¹

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	46.00	48.00
Sourced directly from within India	61.00	61.00

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.²²

Location	FY 2024-25	FY 2023-24
Rural	23.00	22.00
Semi-Urban	0.00	0.00
Urban	57.00	53.00
Metropolitan	20.00	25.00

Note: Dahej, Kurkumbh, and Mohol classify as Rural; Ankleshwar and Mahape classify as Urban; H.O classifies as Metropolitan.

²¹The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²²The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No	State	Aspirational District	Amount spent (In INR)
--------	-------	-----------------------	-----------------------

Our Company has undertaken CSR projects in the Aspirational District of Narmada as identified by government bodies. These projects include maintaining and augmenting natural groundwater as environmentally sustainable resources by constructing several water conservation and recharging structures, generating livelihood for tribal farmers in the surrounding areas by intervening in agricultural practices, animal husbandry and alternate livelihood practices. Additionally, the company has also constructed solar lift irrigation to ensure irrigation facilities for marginalized farmers. Our company remains committed to evaluating opportunities in the aspirational districts to align its future CSR initiatives with national development goals. The Company is in the process of assessing the amount spent on activities in Aspirational District.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Considering the nature of the Company's operations and activities, strict compliance to regulatory restrictions and quality standards is imperative. Operating within a highly regulated industry, the Company complies with USFDA regulations, which govern many aspects of its processes. As a result, procurement is limited to suppliers that meet specific classifications and regulatory criteria.

Despite these regulatory constraints, the Company is committed to maintaining fairness and integrity across all operations. The Company ensures that no preferential treatment or discrimination occurs on any other basis, thereby upholding its principles of equity, transparency, and ethical business conduct. Preference is given to suppliers from marginalized or vulnerable groups, in compliance with applicable regulatory norms in India. However, there is no formal documentation outlining such policy.

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

We give preference to MSME suppliers of Small, Micro and Medium during our procurement.

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

40.00

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:

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No	Intellectual Property based on traditional knowledge	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	Access to Healthcare for Women and Children : “Project - Sampurna” This program addresses the healthcare needs of adolescent girls, women during pregnancy and post-pregnancy, and children up to 5 years of age, ensuring support at critical stages of their care, growth and development. The program also focuses on upgradation of the public health facilities by enhancing the healthcare infrastructure and equipping them with civil, machinery and medicinal support for better treatment and service. Other details include: a. Enhancing Primary Health Centres b. Assistance for ASHA c. Awareness Session to Behavioural Change in mothers and Adolescent girls d. Supplementary Nutritional Support e. Health Camps f. Awareness drive for immunization g. Anomaly Scans, HB Check-up	Mother and Child: 3656 Women 1241 Children 1369 Adolescent Girls Health Facilities Upgradation: 13 Facilities 3,18,87 Beneficiaries 75 Arogyasakhis Overall Beneficiaries - 3,25,219	100.00
2.	Access to Education “Project ViGyasa” (Vigyan Ki Jigyasa) To nurture young scientific minds. This initiative supports schools funded by various government bodies and trusts, aiming for a. Cultivating a scientifically literate and innovative society. b. Establishment of Science Labs c. Specialised Training and Workshops for Teachers	Science Lab, Infrastructure and student capability Building: 56 Schools 2 Colleges 43,343 students 343 Teachers 785 College students Overall Beneficiaries - 44,471	100.00
3.	Environment Sustainability We are committed to protect, conserve and prevent the environment through reduce, reuse, recycle recover, repair and disposal methodology to save our natural resources and planet at large. a. Carbon Neutrality - Our Carbon Neutrality project combines traditional and Innovative methods to mitigate our environmental impact. b. Under Tree Plantation initiative, we emphasise large-scale tree plantation drives to enhance carbon sequestration and energy conservation through green energy adoption and energy efficiency. These integrated initiatives not only address immediate environmental concerns but also contribute to creating a healthier, greener planet for future generations. c. Under Solar initiative we are promoting renewable energy usage in farming and also using drip irrigation system to avoid wastage of water and ensure conservation of water in farming.	Water Stewardship: Water structures created - 47 Water recharged - 33,74,389 KL Carbon Neutrality: 30,800 Trees planted 16,200 Tonnes Carbon sequestration (Lifespan) Overall beneficiaries - 15,746 389 acres of land covered through solar drip irrigation system and 194 farmers benefited.	100.00

Sr. No	Intellectual Property based on traditional knowledge	Benefit shared (Yes / No)	Basis of calculating benefit share
4.	Community Development a. Our projects aim to increase the livelihood incomes of tribal, farmers and local communities by improving agricultural practices and allied livelihood practices, animal husbandry, as well as supporting solar lift irrigation and developing irrigation facilities. b. We support farming and non-farming families through various economic activities and create a veritable ecosystem for multiple livelihood generation opportunities. c. Support for Differently-Abled Individuals - We extend support to differently-abled individuals to improve the quality of life for Children with Disabilities by offering therapies that enhance their physical, cognitive functions. d. Skill Development - We support the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills training. Our aim is to equip individuals with the skills required to secure sustainable employment and improve their quality of life. e. We also support the Attendant Operators for Chemical Plant (AOCPs) and provide them with extensive training and support as per the industry requirement in consideration of their future growth.	Sustainable Livelihood 7,508 Farmer Families benefitted Skill Development 114 AOCPs Overall beneficiaries - 7,622	100.00

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 instituted a strong and well-defined procedure for managing customer complaints, ensuring timely and effective resolution. As per the Company’s Standard Operating Procedure (SOP), any customer complaint received is acknowledged within 2 working days. A comprehensive investigation follows, and the findings are shared with the customer within 30 working days. In cases where the investigation requires more time, an interim report is prepared and shared with the customer to ensure transparency and continuous communication.

To further improve the customer experience, the Company has established a dedicated Customer Experience (CX) team comprised of professionals focused on analysing customer queries, feedback, and service-related data. Insights from this analysis are disseminated across the company to drive process improvements and elevate service quality. The CX team plays a pivotal role in fostering strong relationships with customers, responsiveness and personalization.

Moreover, the Customer Experience department has introduced a “Single Point of Contact” (SPOC) model for each region. This initiative simplifies communication, ensures consistency, and offers personalized support, making the experience seamless and efficient. Since the Company is into B2B business it does not directly interact with its consumers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	As a manufacturer APIs, we do not directly engage in the final product packaging or distribution, where information related to environmental and social parameters, safe and responsible usage, or recycling/safe disposal is typically provided. Therefore, the turnover of products and services related to environmental and social parameters, safe and responsible usage, or recycling and/or safe disposal is nil, as these aspects are primarily managed at the final product packaging stage.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	No Consumer complaints were received by the Company in both the Financial Years.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	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 entity has an established framework addressing cybersecurity and data privacy risks.

The IT Acceptable Usage Policy available on intranet outlines comprehensive guidelines to ensure secure and responsible use of information technology resources.

- It mandates protection of confidential data, adherence to data privacy regulations, and prevention of unauthorized access. Employees are regularly trained on information security, data protection, and cyber risk awareness. The policy emphasizes monitoring, reporting, and immediate action against cyber threats. Ongoing updates and compliance checks ensure the framework remains effective.
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.**
- Not Applicable.
7. **Provide the following information relating to data breaches:**
- a. **Number of instances of data breaches**
Nil
 - b. **Percentage of data breaches involving personally identifiable information of customers**
Not Applicable, as there were no such instances of data breaches involving personally identifiable information of customers.
 - c. **Impact, if any, of the data breaches**
Not Applicable, as there have been no instances of data breach.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
- The Company disseminates product information through a variety of communication channels to ensure transparency and accessibility for all stakeholders. These platforms include the official company website, annual reports, product brochure, global pharma conferences, social media platforms, and relevant advertisements. Comprehensive details regarding all products and services can be accessed on the official website: <https://www.alivus.com/>.
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
- To ensure consumers are well-informed and educated about the safe and responsible use of our products and services, the Company adopts a proactive and transparent approach. We provide comprehensive Material Safety Data Sheets (MSDS) that include vital safety information, handling guidelines, and potential hazards related to each product. Furthermore, we submit Drug Master Files (DMFs) or Applicant documents to our customers, along with all required supporting documentation. These initiatives reflect our commitment to consumer safety and product conservation, empowering users with the knowledge necessary for responsible and effective product usage.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
- To uphold transparency and foster trust with our consumers, the Company has established strong mechanisms to inform them promptly of any potential risks related to disruption or discontinuation of essential services. In the event of any quality-impacting issue, we ensure timely and detailed communication with our customers, outlining the nature of the issue and its possible effects on service delivery. Moreover, we proactively enter into formal agreements with our customers that include clearly defined contingency plans and mitigation strategies. These agreements help in ensuring uninterrupted service and demonstrate our commitment to preparedness. By fostering open communication and collaborative partnerships, we aim to strengthen customer confidence and ensure a smooth experience, even in the face of unforeseen challenges.
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)**
- Not applicable. The Company operates in a regulated B2B environment where product information is disclosed strictly in accordance with the requirements mandated by regulatory authorities of various countries. It has not conducted any consumer satisfaction surveys relating to its major products/services, significant locations of operation, or the entity as a whole.

NGBRC	SDG
Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.	<div><div>16</div><div>PEACE AND JUSTICE</div><div>STRENGTHEN INSTITUTIONS</div></div> <div><div>17</div><div>PARTNERSHIPS</div><div>FOR THE GOALS</div></div>

Note: The SDG icons and materials are used for informational purposes. Source: United Nations Sustainable Development Goals www.un.org/sustainabledevelopment)



UN SDG INITIATIVES



ACCESS TO HEALTHCARE - SAMPURNA

This program addresses the healthcare needs of adolescent girls including women during pregnancy & post-pregnancy, and children up to 5 years of age, ensuring support at critical stages of their care, growth and development. The program also focuses on upgradation of the public health facilities by enhancing the healthcare infrastructure and equipping them with civil, machinery and medicinal support for better treatment & services in rural areas of Maharashtra & Gujarat.

EMPLOYEE WELLNESS

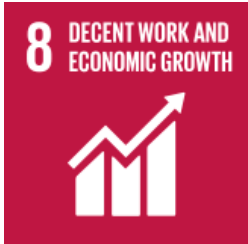
The Company prioritizes employee well-being through a comprehensive annual wellness plan accessible via Aon Visit app. This app actively promotes healthy habits by tracking individual steps, heart rate, calorie intake, and sleep cycles, Health risk assessments and it also features helpful exercise videos & wellbeing podcasts.

At our manufacturing sites, we ensure the health of all employees through periodical health check-ups conducted by government-approved medical facilities strictly adhering to Standard Operating Procedures. We also foster a culture of holistic wellness by celebrating Yoga Day across all sites and organizing mental health awareness workshops during Mental Health Week. To encourage physical activity, we conduct online exercise sessions such as Zumba, aerobics etc.

TRAININGS FOR DEVELOPMENT OF EMPLOYEES

As part of its ESG commitment, the Company places a strong emphasis on workforce development, safety, and ethical conduct. A total of 66,871 hours of classroom trainings were delivered to employees and contract workers, covering critical topics such as chemical safety, emergency response and static hazard management. Additionally, 19,986 total training hours were delivered across functional, behavioural, ethical and leadership development programs.

In alignment with governance and ethical responsibility, 2,198 hours out of the above were dedicated to essential trainings including the Code of Conduct, Anti-Corruption and Anti-Bribery, Conflict of Interest, Prevention of Sexual Harassment (PoSH), Data Protection and Data Privacy, and Information Security, reinforcing a culture of continuous learning, ethical integrity, and operational excellence.



SHRM EXCELLENCE AWARDS 2024

The Company was recognized at the SHRM Excellence Awards at Taj Palace, New Delhi, securing 1st Runner-Up in Excellence in Community Impact and receiving a Special Mention in Excellence in Organizational Development - reflecting its commitment to social impact and organizational growth.

EcoVadis REPORT

The Company has renewed its subscription for EcoVadis Assesment report. Since EcoVadis assesses companies on sustainability (covering environment, labor practices, ethics, and procurement), it helps businesses report and improve their sustainability efforts, aligning directly with this target.



NANO- FILTRATION TECHNOLOGY

At the Company, we are in process of establishing Nano- filtration technology for recovery of solvent instead of conventional distillation set-up. This will eliminate the utilities like steam and cooling/ chilling water and reduce the effluent load. Additionally, as there is no heating/evaporation involved, we are eliminating the potential of solvent vapor loss in environment. This technology has been validated for Cilostazol Final – Methanol.

SOURCING FROM MSMEs/ SMALL PRODUCERS

The Company in FY 2024-25, directly sourced 46.0% of its business from MSMEs/ Small producers in order to promote inclusion.



CERTIFICATIONS

The Company has Bureau Veritas Certification Holding SAS - UK Branch, that certifies the Management system of the organization has been audited and found to be in accordance with the requirements of Management System Standard as per ISO 45001: 2018.

ADOPTING CLEANER WASTE DISPOSAL METHODS

The Company is moving towards cleaner methods of waste disposal. This initiative emphasizes prioritizing “Co- processing/Preprocessing” – recognized as one of the cleanest and most sustainable forms of waste disposal.

USFDA AUDITS AND GOOD MANUFACTURING PRACTICES

The Company ensures evaluation of third-party vendors while ensuring they meet criteria like USFDA approval, Good Manufacturing Practices (GMP), and environmental standards.



WORLD ENVIRONMENT DAY

On Environment Day, the Company came together to celebrate sustainability & environmental responsibility. The team participated in tree planting, engaged in waste recycling activities, & learned about home composting and kitchen gardening.

Employees also tested their knowledge through an Environment Day Quiz & showcased their creativity in a drawing competition. This initiative reflects its commitment to fostering environmental awareness and sustainable practices.



COMPOST AND PLANTER MAKING WORKSHOP

On the occasion of World Environment day, June 5, 2024, employees participated in compost and planter making workshop.



TREE PLANTATION

On 19th March 2025, 70 employees of the Ankleshwar plant participated in tree plantation activity conducted under the Company's CSR initiative.



SOLAR INITIATIVE FOR WATER CONSERVATION

The Company is promoting renewable energy usage in farming & also use drip irrigation system to avoid wastage of water and ensure conservation of water in farming.



INTERNATIONAL WOMEN DAY, 2025

On the occasion of International Women's day, on March 8, 2025, employees conducted session on career aspiration and professional life for girls & women of the rural community at Shirapur, Solapur.



IMPROVING NUTRITION, HYGIENE & IMMUNISATION

As a part of its CSR initiatives, the Company has supported pregnant women and new mothers by implementing programs aimed at improving nutrition, promoting proper hygiene practices and ensuring children receive full immunization. There were overall 31,336 people benefitted under this initiative.

FOOD FACILITY

The Company provides complimentary breakfast, lunch, and dinner for employees who stay away from home for work for extended hours.



SUSTAINABILITY THROUGH RENEWABLE ENERGY AND RESOURCE EFFICIENCY

The Company has made significant strides in sustainability between FY 23–24 and FY 24–25. Carbon footprint has reduced by 30%, primarily due to increased reliance on bio briquettes and renewable energy sources. Specific energy consumption has improved slightly decreased from last year. The use of bio briquettes doubled from 13% to 26%, and renewable energy usage rose from 4.16% to 4.6%, while non- renewable energy consumption dropped from 41% to 32%, reflecting a clear shift toward cleaner energy sources. In terms of water efficiency, specific water consumption decreased, marking a 17.4% reduction. These improvements demonstrate the Company's proactive approach toward environmental sustainability, leading to reduced emissions, greater energy efficiency, and lower water usage, all of which contribute to long-term benefits.



CSR AWARD

The Company was awarded 1st Runner up – Excellence in Community Impact. This award recognizes the company's outstanding commitment to foster positive change across the key pillars of community engagement, social responsibility, sustainability and governance.



PROJECT VIGYASA

The Company has taken specific initiatives to inculcate scientific education in government schools and colleges by nurturing young scientific minds. This initiative supports schools funded by various government bodies and trusts, aiming to cultivate a scientifically literate and innovative society. It includes - Establishment of Science Labs, Enhancing school infrastructure, Specialised training and workshops for teachers and Career orientation sessions for students/girl children.



WATER CONSERVATION FOR WATER NEUTRALITY

Our water conservation initiatives aim to reduce our overall water footprint by implementing water harvesting and watershed management projects as part of our CSR efforts.



ESSENTIAL TRAINING PRACTICES

The Company has conducted six trainings for all include Code of Conduct, Anti-Corruption & Anti Bribery, Conflict of Interest, Data Protection, Information Security and POSH delivered for employees. 2198 hours of training were delivered across these topics.



FOREIGN INSTITUTIONAL INVESTMENTS (FII) & DOMESTIC INSTITUTIONAL INVESTMENTS (DII)

The Company's Foreign Institutional Investment (FII) are 6.57% and Domestic Institutional Investments (DII) are 5.19%. This supports mobilizing financial resources and fostering global and local collaboration for sustainable development.

SUPPORT FOR DIFFERENTLY- ABLED INDIVIDUALS

The Company supports differently-abled individuals to improve the quality of life for Children with Disabilities by offering therapies that enhance their physical, cognitive functions.

SKILL DEVELOPMENT

Our projects supports the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills training.

Our aim is to equip individuals with the skills required to secure sustainable employment and improve their quality of life. We also support the Attendant Operators for Chemical Plant (AOCPs) and provide them with extensive training and support as per the industry requirement in consideration of their future growth.