

July 16, 2024

The Manager - Listing
National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor, Plot No. C/1, G Block
Bandra-Kurla Complex, Bandra (E),
Mumbai - 400051

The Manager - Listing
BSE Limited
Corporate Relationship Dept., 1st Floor, New Trading Ring
Rotunda Building, P J Towers, Dalal Street, Fort,
Mumbai - 400001

Dear Sir,

Sub: Business Responsibility and Sustainability Report
Ref: Scrip Code - BSE: 506820 / NSE: ASTRAZEN

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for financial year 2023-24, which also forms part of the Annual Report for financial year 2023-24.

This is for your kind information and records.

Thanking you,

For AstraZeneca Pharma India Limited

Manasa. R
Company Secretary

Encl: as above



Business Responsibility & Sustainability Report

Director's Message

Good health is at the heart of a sustainable future, as healthy people are the foundation of prosperous societies, strong economies and a thriving planet. And yet, from the lasting impacts of COVID-19 to the mounting impacts of the climate on health, health systems around the world are under-resourced and overburdened. We must act now to strengthen health systems, ensuring they are fit to respond to the needs of today and tomorrow.

At AstraZeneca, we are working towards a future where:

- **Resilient** health systems are able to respond and adapt effectively to crisis while managing ongoing population health needs;
- **Equitable** health systems ensure everyone has the opportunity to live their healthiest life, removing barriers to early disease detection, accurate diagnosis, access to clinical trials and high-quality therapies; and
- **Net zero** health systems improve patient outcomes and limit the environmental impact of care.

Our holistic approach puts health at the centre of a sustainable future by advocating for more strategic investment in health, earlier action on disease and enhanced use of digital, data and technology. As with the COVID-19 crisis, where we learned what can be achieved when we collaborate at speed and at scale, partnering with stakeholders across the healthcare ecosystem is key to our shared success. Recognising that a healthy population is vital to growth and prosperity, we must invest in health as a 'strategic asset' that delivers positive returns for people, society and the planet.

Together, we can ensure a healthier, more sustainable future.

Last year we took an important step towards 'transparency' with you all by adding the Business Responsibility and Sustainability Report (BRSR) for the first time to our annual report. This year we continue to share with you some of the pertinent aspects of our commitment to society, people and planet in India through the next few pages. At AstraZeneca, we see these themes as deeply interconnected. In fact, strengthening the resilience of our health systems will only be possible if we also address the climate crisis, which is harming human health, fuelling pressures on health workers, and disproportionately affecting underserved population groups.

Our science-based sustainability targets are directing us to take some of the pertinent actions that can benefit the community and our next generations. As a strategic approach, we are not only working with several partners to make a difference externally but also took some BOLD actions internally as well so that we can impact and influence behaviors. While we are proud of our progress, we recognise that there is still much work to be done. We remain committed towards the agenda and will continue to do more

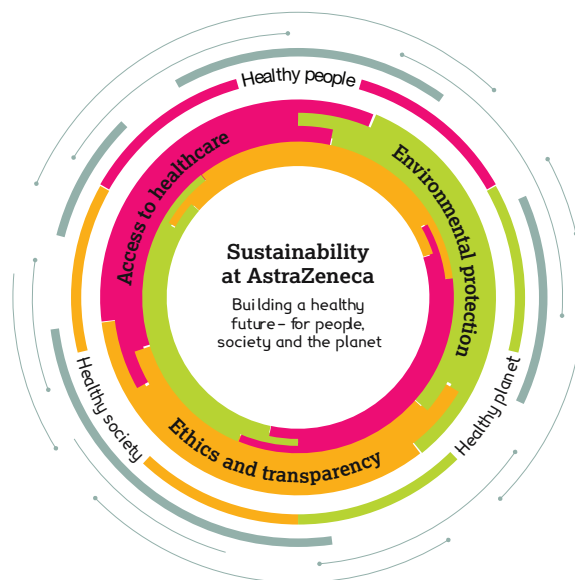
meaningful work and together with our stakeholders, we can create a brighter, more resilient and sustainable future for all.

Together with others, we have a responsibility to innovate and accelerate the delivery of sustainable healthcare in order to ensure a brighter future. We are committed to taking action and advancing purpose-driven partnerships to build a healthy future for all. Thank you for your ongoing support and partnership as we continue our sustainability journey.

About this Report

We seek to create value for society beyond the impact of our life-changing medicines. Sustainability is part of our organisational DNA, embedded into everything we do from the lab to the patient, and delivered thanks to the efforts of employees. At AstraZeneca, we recognise that taking action to drive sustainability is fundamental and by using a science-led approach and ensuring we act with integrity and in accordance with our AstraZeneca Values, we are transforming the future of healthcare and making a positive impact.

Our sustainability strategy is built around three (3) pillars that put health at the heart of our work.



01 | Access to Healthcare: Our Ambition

To promote prevention, increase access to life-saving treatments, and strengthen global healthcare and resilience and sustainability

02 | Environmental Protection: Our Ambition

Accelerating the delivery of net-zero healthcare, proactively managing our environmental impact across all activities, and investing in nature and biodiversity

03 | Ethics and Transparency: Our Ambition

Ensuring ethical, open, and inclusive behavior across our organisation and value chain

Section A – General Disclosures

I. Details of the listed entity		
1.	Corporate Identification Number (CIN)	L24231KA1979PLC003563
2.	Name	AstraZeneca Pharma India Limited
3.	Year of incorporation	1979
4.	Registered office address	Block N1, 12 th Floor, Manyata Embassy Business Park, Rachenahalli, Outer Ring Road, Bangalore- 560045, Karnataka, India
5.	Corporate address	Block N1, 12 th Floor, Manyata Embassy Business Park, Rachenahalli, Outer Ring Road, Bangalore- 560045, Karnataka, India
6.	E-mail	comp.secy@astrazeneca.com
7.	Telephone	+91 80 6774 8000
8.	Website	www.astrazeneca.com/india
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up capital	₹ 50,000,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Manasa. R Contact no: 080 - 67748000 E-mail Id: comp.secy@astrazeneca.com
13.	Reporting boundary	Disclosure under this BRSR is on standalone basis
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

II. PRODUCTS AND SERVICES**16. Details of business activities (accounting for 90% of the turnover on a standalone basis)**

Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
Pharmaceuticals	Manufacturing, marketing, and trading of pharmaceutical products	100

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

Product/Service	NIC Code	Percentage of total Turnover contributed
Drugs and Pharmaceutical products	210	100

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

Location	Number of plant (including manufacturing plant and warehouse)	Number of offices	Total
National	1*	2	3
International	0	0	0

*The Company has one (1) manufacturing plant including the warehouse.



19. Markets served by the entity:

a. Number of locations

Location	Number
National (Number of States)	Pan-India
International (No. of Countries)	1 (Nepal)

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

Out of total turnover of ₹ 12,955.3 million, the export sales contributed to ₹ 936 million (7.23%) during the financial year 2023-24.

c. A brief on types of customers

Our Company's customer base includes distributors, hospitals and Government institutions.

IV. EMPLOYEES

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Particulars	Total	Male		Female	
		No. of Male Employees	Percentage (%) of total	No. of Female Employees	Percentage (%) of total
Employees					
Permanent	878	698	79	180	21
Other than Permanent	0	0	0	0	0
Total employees	878	698	79	180	21
Workers					
Permanent	62	55	89	7	11
Other than Permanent	0	0	0	0	0
Total workers	62	55	89	7	11

b. Differently abled Employees and workers:

Particulars	Total	Male		Female	
		No. of Male Employees	Percentage (%) of total	No. of Female Employees	Percentage (%) of total
Differently Abled Employees					
Permanent	1	1	100	0	0
Other than Permanent	0	0	0	0	0
Total differently abled employees	1	1	100	0	0
Differently abled workers					
Permanent	0	0	0	0	0
Other than Permanent	0	0	0	0	0
Total differently abled workers	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
		No. of women representation	Percentage (%) of total
Board of Directors	8	5	62.5
Key Managerial Personnel	3	2	66.7

22. Turnover rate for permanent employees and workers (trend for past 3 years)

Particulars	Turnover rate in FY 2023-24 (%)			Turnover rate in FY 2022-23 (%)			Turnover rate in FY 2021-22 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11	14	12	21.09	20.88	21.06	13.01	17.82	13.70
Permanent Workers	2	45	6	95.24	28.57	89.18*	4.42	15.38	5.25

*Higher attrition percentage is due to Voluntary Retirement Scheme (VRS) rolled out by the Company in FY 2022-23.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**23. Names of holding / subsidiary / associate companies / joint ventures**

Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage (%) of shares held by listed entity	Does the entity indicated in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
AstraZeneca Pharmaceuticals AB	Holding Company	75	No

VI. CSR DETAILS**24. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

- I. Turnover – ₹ 12,955.3 million
- II. Net worth – ₹ 7,119.2 million

VII. Transparency and Disclosure Compliances**25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)**

Stakeholder Group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		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 https://www.astrazeneca.in/content/dam/az-in/II-2024/Code%20of%20Ethics.pdf	0	0	NA	0	0	NA
Shareholders	Yes https://www.astrazeneca.in/investor-relations.html#redressal-of-grievances	2	0	NA	3	0	NA



Stakeholder Group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than Shareholders)	NA	NA	NA	NA	NA	NA	NA
Employees and workers	Yes	8	2	Nil	5	3	Nil
Customers	Yes https://www.astrazeneca.in/content/dam/az-in/II-2024/Code%20of%20Ethics.pdf	45	4	Mainly pertain to Product Quality Complaints	55	9	Mainly pertain to Product Quality Complaints
Others (including value chain partners)	https://www.astrazeneca.in/content/dam/az-in/II-2024/Code%20of%20Ethics.pdf	8	5	Nil	7	2	Nil

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

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

Our materiality assessment is guided by the materiality assessment undertaken by the AstraZeneca Group. The materiality assessment identified the issues that matter most to AstraZeneca's Group companies and stakeholders and showed where AstraZeneca can have a positive impact.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Access to healthcare	The identified material issue is an opportunity for the Company to provide and working towards: 1. Equitable Access: health should not be determined by who you are, where you live or where you were born. We are working to remove barriers to healthcare and give everyone the chance to be as healthy as possible. Economic and supply barriers, as well as geographic impediments, inhibit universal access to high quality, evidence-based healthcare. We are playing our part to address health inequities and eliminate discrimination from the delivery of healthcare.	Everyone should have access to healthcare, no matter who they are or where they live. Therefore, we are working to identify barriers to access and are innovating to deliver our life-changing medicines in a sustainable and equitable way, through global, regional and local partnerships.	Not Applicable	Positive: Access to healthcare, motivate the Company to innovate sustainable healthcare solutions which are essential to improving global health outcomes. Further, the positive impacts towards specific opportunities are delineated below: 1. Equitable Access: We are committed to improving equitable access to healthcare for patients globally, including to our innovative product portfolio. Our approach includes integrating programmes into local systems and delivering affordable medicines to patients.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		<p>2. Affordability and pricing: We are committed to addressing barriers to access and affordability. Our industry, policymakers and payers need to work together to identify solutions. Through collaborations, partnerships and stakeholder coalitions we are working to ensure essential and innovative medicines become more widely available.</p> <p>3. Health system resilience: The shifting burden of disease, geopolitical fragmentation and the frequency of extreme weather events linked to the climate emergency all put pressure on health systems. The COVID-19 pandemic tested health systems' ability to respond to sudden shocks and crises while ensuring continuous access to healthcare services for patients. Health system capacity remains under pressure at global, regional and local levels, with outbreaks of infectious diseases as well as the increasing prevalence of NCDs, exacerbated by the growing impacts of climate change and ecosystem degradation on human health</p>			<p>2. Affordability and pricing: We are committed to addressing barriers to access and affordability. Our industry, policymakers and payers need to work together to identify solutions. While we are thoughtful in our pricing approach, we understand the challenges that healthcare systems and patients face in terms of equity and affordability. Recognising our shared responsibility, we take a broad, flexible approach to pricing to reflect the variation in healthcare systems. We are committed to working in partnership with patients, policymakers, payers and the wider healthcare community to ensure access is as equitable, widespread and as sustainable as possible.</p> <p>3. Health system resilience: We are working towards a future where resilient health systems can respond and adapt effectively to crises while managing ongoing population health needs. Sustainable healthcare for all requires investment in strengthening health systems with the infrastructure required to be responsive to population needs. Our integrated approach puts health at the center of a sustainable future by advocating for more strategic investment in health, earlier action on disease and enhanced use of digital, data and technology.</p>
2.	Environmental Protection	<p>The identified material issue is an opportunity for our company to meet our ambition – Accelerating the delivery of net-zero healthcare, proactively managing our environmental impact across all activities, and investing in nature and biodiversity. Further, our focus areas as part of the identified material issue are:</p> <ol style="list-style-type: none"> 1. Ambition Zero Carbon 2. Product Sustainability 3. Natural resources 	Supporting a healthy environment improves health outcomes and helps prevent the onset of certain diseases likely to become more prevalent in a changing climate	Not Applicable	<p>Positive: Beyond the benefits of our medicines to patients, our contribution to society must respect our environment and ensure the sustainable use of the planet's finite natural resources. We know that a healthy environment is critical for human health.</p> <p>Further, the positive impacts towards specific opportunities are delineated below:</p> <ol style="list-style-type: none"> 1. Ambition Zero Carbon: (i) Achieve net-zero by avoiding GHG (Green House Gas) emissions through our facility and product design, maximising our energy efficiency, shifting to renewable energy sources, transitioning to an electric vehicle (EV) fleet, and investing in nature-based removals to compensate for any residual GHG footprint; and (ii) build resilience by managing the physical (sites, supply chain) and transitional (regulatory, market and product) risks and opportunities arising from climate change in the value chain through adaption and business continuity planning.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Environmental Protection	<p>The identified material issue is an opportunity for our company to meet our ambition – Accelerating the delivery of net-zero healthcare, proactively managing our environmental impact across all activities, and investing in nature and biodiversity. Further, our focus areas as part of the identified material issue are:</p> <ol style="list-style-type: none"> 1. Ambition Zero Carbon 2. Product Sustainability 3. Natural resources 	<p>Supporting a healthy environment improves health outcomes and helps prevent the onset of certain diseases likely to become more prevalent in a changing climate</p>	<p>Not Applicable</p>	<ol style="list-style-type: none"> 2. Product Sustainability: People and the planet benefit from those medicines which have the smallest possible environmental impact yet maintain the highest medical efficacy and safety standards. Therefore, we are following processes through the life cycle of our products with the aim of understanding and addressing their environmental impact; from discovery through development and production, to launching a new product and to the end of product life. 3. Natural Resource: The conservation and sustainable use of natural resources and the protection and restoration of ecosystems is vital to shape a healthy future with resilient people and communities, building harmony between society and the natural environment. Therefore, we see this as an opportunity to meet our commitment towards – (i) Reducing our impact on the planet through the efficient, circular use of water and other natural resources across the value chain to ensure responsible sourcing, consumption production, and disposal; (ii) protecting and restoring ecosystems to improve health outcome and tackle environmental drivers of disease such as water and air quality, through our focus on water stewardship and biodiversity.
3.	Ethics and Transparency	<p>The identified material issue is an opportunity for our company to ensure ethical, open, and inclusive behavior across our organisation and value chain.</p>	<p>It guides the Company in fostering a culture of doing the right thing across our value chain and promotes health and wellbeing. Further, we seek to create positive societal impact and embed ethical behavior in all our business activities, markets, and value chain. We promote ethical, transparent, and inclusive policies internally and with our partners and suppliers.</p>	<p>Not Applicable</p>	<p>Positive: It is important for us to create value beyond the impact our medicines have on patients. We need to ensure that we retain and increase trust across all our stakeholders' groups in order to continue to deliver life-changing medicines to patients. The positive impact of the material issues, includes:</p> <ol style="list-style-type: none"> 1. Ethical Business Culture: We strive to drive the highest standards of conduct and accountability beyond compliance including, but not limited to, anti-bribery and anti-corruption, product safety, human rights and building supplier capabilities to uphold high social standards.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Ethics and Transparency	The identified material issue is an opportunity for our company to ensure ethical, open, and inclusive behavior across our organisation and value chain.	It is important that we create value beyond the impact our medicines have on patients. We need to ensure that we retain and increase trust across all our stakeholder groups to deliver life-changing medicines to patients.	Not Applicable	<p>2. Inclusion and Diversity (I&D): Our approach to I&D prioritises efforts in areas where we can drive lasting systemic change for our organisation and for society. Our I&D strategy includes three strategic focus areas that guide how inclusion, diversity, and belonging are embedded within our entire ecosystem– from our employees to our patients and to local communities and beyond.</p> <p>3. Workforce safety and health: To continue to deliver medicines to patients, we must foster an environment where people feel safe, energised, and inspired. The resources we put into supporting the physical and mental health and safety of our workforce are an investment in society at large, the communities where we operate and their long-term economic health. Contributing to a safe and healthy environment is the right thing to do and can also have positive business impacts in terms of productivity.</p>



Section B: Management and Process Disclosures

Disclosures Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
	Ethics and Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Human Rights	Protect and Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement	
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	https://www.astrazeneca.in/policy.html								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	No	No	No	No	No	No	No	No	No
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	-	-	-	-	-	-	-	-	-
6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met	-	-	-	-	-	-	-	-	-
Governance, Leadership and Oversight										
7.	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	Director's Message at the beginning of this Business Responsibility and Sustainability Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Dr. Sanjeev Kumar Panchal Designation: Managing Director DIN: 09823879								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details	Yes, Dr. Sanjeev Kumar Panchal, Managing Director, oversees the Business Responsibility and Sustainability initiatives of the Company.								

10. Details of Review of NGRBCs by the Company

Subject for Review	Review of Principles undertaken by and Frequency
Performance against above policies and follow up action	As a practice, performance against these policies and relevance of the policy is reviewed periodically by department heads, business heads and directors. During such assessment, efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations, as applicable. The Company reviews on a periodic basis the compliance to statutory requirement.
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No)	Yes. As part of Companies Act, the Internal Auditor conducts audit on various sections of the policies which are relevant to their audit scope.

11. If answer to question (1) above is “No” i.e., not all principles are covered by a policy, reason to be stated.

Not Applicable

Section C: Principle-Wise Performance Disclosure**PRINCIPLE 1**

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

1. Percentage coverage by training and awareness programs 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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel (KMP)	13	As a part familiarisation program, the Directors are apprised on various matters relating to the Company's strategy, business financial and operational performance, organisation structure, risk management framework, legal and compliance, human resources, technology, safety, health and environment, regulatory and quality updates, and future outlook. Trainings are also conducted for the KMP's which includes POSH, Code of Ethics, Cyber Security, Data Privacy, Ergonomics, etc.	100
Employees other than Board of Director (BoD) and Key Managerial Personnel (KMPs) Workers	90	Multiple training programs covering wide gamut of all principles and topics such as Code of Ethics, Data Privacy, POSH, Safety, Health and Environment, Cyber Security amongst others were given by the Company during the year. Further the Company also conducts skill upgradation training for the employees and workers.	100



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

Penalty/ Fine	MONETARY				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					
	NON-MONETARY				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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

Not Applicable

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

Yes, the Company has an anti-corruption and anti-bribery policy. The key principles of the policy are:

- i. We do not tolerate bribery or other forms of corruption, even if we might lose business.
- ii. Bribery involves using something of value to improperly influence someone. Something of value includes more than just money.
- iii. Bribery risk exists in our interactions with anyone involved in our business, not just public officials.
- iv. We do not give or accept bribes, and we do not allow third parties to do so on our behalf.

Below is the link to our anti-corruption and anti-bribery policy:

[https://www.astrazeneca.com/content/dam/az/Sustainability/2019/Anti-Bribery%20&%20Anti-Corruption%20\(ABAC\)%20Global%20Standard.pdf](https://www.astrazeneca.com/content/dam/az/Sustainability/2019/Anti-Bribery%20&%20Anti-Corruption%20(ABAC)%20Global%20Standard.pdf)

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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:
None**8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured):**

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables	77.0 days	123.3 days

9. Openness of business**Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and investments, with related parties:**

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.2%	0.5%
	b. Number of trading houses where purchases are made from	5	7
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94.7%	95.4%
	b. Number of dealers / distributors to whom sales are made	1,205	1,434
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39.6%	35.9%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	94.7%	96.2%
	b. Sales (Sales to related parties / Total Sales)	6.9%	6.1%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	NA	NA
	d. Investments (Investments in related parties / Total investments made)	NA	NA



PRINCIPLE 2

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

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.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	5.63%	11.5%	Energy conservation and reduction in carbon emission.

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

Yes, the Company has procedures in place to implement responsible procurement practices and encourages sustainable sourcing enabling the reduction in environmental footprint. We expect all employees and contractors to follow our Global Standard for the Procurement of Goods and Services and all our suppliers and partners must meet our Global Standard on Expectations of Third Parties.

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

The Company aims to achieve Zero Carbon Emission by 2025 and Carbon Negative by 2030. To achieve the target of carbon reduction, the Company has taken many initiatives including control on the air travel and converting Company car into electric vehicle going-forward.

Further, all our strategic and critical suppliers are evaluated against AstraZeneca's One procurement Third Party Risk Management (3PRM) process. The 3PRM process covers 12 risk areas including responsible sourcing (including sustainability and conflict minerals). As a practice, the concerned business owner should evaluate the new vendor/supplier/third-party against the 3PRM process before onboarding.

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.**

Product Type	Process adopted
(a) Plastics	Company has implemented re-usable eco-wrap (reusable pallet wrap) to reduce single use shrink wrap. Office plastic needs have been replaced with alternatives (plastic bottles replaced with glass bottles and no plastics used in pantry essentials).
(b) E-Waste	<ul style="list-style-type: none"> We ensure the maximum utilisation of all IT (Information Technology) equipment to its full productive capacity. To extend the useful life of IT equipment, the components of damaged devices are replaced / serviced. E-waste that has reached the end of its life is disposed through the Karnataka State Pollution Control Board (KSPCB) certified vendors.
(c) Hazardous waste	<ul style="list-style-type: none"> All product waste (near to expiry, breakage, and expiry) is collected back from the depots and disposed to KSPCB authorised recycler.
(d) Other waste	Nil

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

Yes, EPR is applicable to the organisation as we fall in the category of Brand owner and Importers. The Company has obtained registration under Brand owner and importer from Central Pollution Control Board (CPCB).

PRINCIPLE 3:**Businesses should respect and promote the well-being of all employees, including those in their value chains****1. a. Details of measures for the well-being of employees:**

Category	Total	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	698	698	100	698	100	NA	NA	698	100	NA	NA
Female	180	180	100	180	100	180	100	NA	NA	180	100
Total	878	878	100	878	100	180	100	698	100	180	100
Other than permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA - Not Applicable as no other than permanent employee is employed by the Company

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

Category	Total	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Workers											
Male	55	55	100	55	100	NA	NA	55	100	NA	NA
Female	7	7	100	7	100	7	100	NA	NA	9	100
Total	62	62	100	62	100	7	100	55	100	9	100
Other than permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.88%	1.19%

2. Details of retirement benefits, for current and previous financial year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund (PF)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employee State Insurance (ESI)*	NA	NA	NA	NA	NA	NA
Others	NA	NA	NA	NA	NA	NA

*As all the permanent employees and workers are covered by health and accident insurance, Employee State Insurance is not applicable.



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.

The premises and offices of the Company, including the registered and corporate offices, have ramps to enable easy movement of differently abled employees. Most premises and offices are located either on the ground floor or have elevators for differently abled employees. Furthermore, the cafeteria and restroom amenities are constructed with features tailored to support the needs of differently abled employees.

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

Yes, the Company highly values the diversity of skills and abilities that a global workforce brings to our business. We are committed to supporting diversity in our workforce and in our leadership and to develop the talent within our organisation. All decisions about recruitment, hiring, compensation, development and promotion must be made solely on the basis of a person's ability, experience, behaviour, work performance and demonstrated potential in relation to the needs of the job. The same has been further detailed in the Company's Code of Conduct document which can be accessed in the Company's website - <https://www.astrazeneca.in/policy.html>

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%	97.32%	100%	98.30%
Female	100%	99%	100%	99.15%
Total	100%	96%	100%	97.45%

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

Particulars	Yes/No	Details of the mechanism
Permanent Workers	Yes	We have established an AZ Ethics portal available to all workers, to report concerns. Workers are also motivated to raise their concerns or grievances during the monthly and quarterly meetings.
Other than Permanent Workers	Not Applicable	Not Applicable
Permanent Employees	Yes	Similar to workers, an AZ Ethics portal is available to all employees, to report concerns or grievances. Further, the Company has established a formal Grievance Redressal Policy.
Other than Permanent Employees	Not Applicable	Not Applicable

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
Total Permanent Employees	878	0	0	883	0	0
Male	698	0	0	731	0	0
Female	180	0	0	152	0	0
Total Permanent Workers	62	62	100	64	64	100
Male	55	55	100	55	55	100
Female	7	7	100	9	9	100

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		Number	%	Number	%		Number	%	Number	%
Permanent Employees										
Male	698	698	100	698	100	731	731	100	731	100
Female	180	180	100	180	100	152	152	100	152	100
Total	878	878	100	878	100	883	883	100	883	100
Workers										
Male	55	55	100	55	100	55	55	100	55	100
Female	7	7	100	7	100	9	9	100	9	100
Total	62	62	100	62	100	64	64	100	64	100

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

Category	FY 2023-24			FY 2022-23		
	Total	Number	%	Total	Number	%
Employees						
Male	698	698	100	731	731	100
Female	180	180	100	152	152	100
Total	878	878	100	883	883	100
Workers						
Male	55	55	100	55	55	100
Female	7	7	100	9	9	100
Total	62	62	100	64	64	100



10. Health and safety management system:

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

Yes - SHE (Safety Health and Environment) Management system has been implemented as per Global SHE. It covers all the operations of the plant.

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

There are processes adopted to identify and mitigate work-related hazards and assess the risks, including:

- Process and procedures related to SHE
- Occupational and Industrial hygiene risk assessments.

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 process for workers to report unsafe acts and conditions through a STOP card system and online reporting tool as per the AZ SHE System.

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

Yes, the Company has tie-ups with multiple hospitals chains for the employees/workers as part of employee insurance. Employees/workers can access those hospital chains and claim the amount as covered under insurance. Also, the employees/ workers at the manufacturing plant have access to in-house occupational health center (OHC) with factory medical officer and nursing staff.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	13	7
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

The Company has adopted several initiatives for ensuring a safe and healthy workplace for its employees and workers.

- SHE policy, part of the Company's code of ethics and SHE Management system has been adopted by the Company
- The Company's plant has its own in-house occupational health center (OHC) with factory medical officer and nursing staff
- Road accidents have been identified as a major hazard for field employees. Below are the mitigation measures adopted:
 - Defensive driving training is imparted to the employees during induction
 - Crash helmet is being provided to 2-wheeler users
 - Safety riding jacket is being provided to 2-wheeler users
- Fire has been identified as a hazard for office-based employees. Below are the mitigation measures:
 - Fire safety equipment has been installed as per requirement
 - Biannual evacuation mock drills are conducted for the corporate office
 - Evacuation mock drills are conducted for factory as per the statutory requirements.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	None
Working Conditions	Secretarial Audit covering the working conditions was undertaken at the manufacturing plant.

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 and safety practices and working conditions:

Process confirmation of critical safety protocols by Senior Leadership Team.

PRINCIPLE 4:**Businesses should respect the interests of and be responsive to all its stakeholders****1. Describe the processes for identifying key stakeholder groups of the entity.**

Stakeholder mapping / identification is done based on the analysis of the stakeholder groups that could have potential impact on our business operations as well as the impact which the Company might have on them. The Company actively engage with key stakeholders to understand their key expectations and develop strategies to address them.

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 and Marginalised 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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals (HCP's)	No	Regular business interactions through Conferences, Surveys, Face to Face meetings and Virtual interactions.	Regular / As per practice	- Information in and around the product and therapy area - Frequent engagement and understanding HCP's and patient's need - Responding to queries
Regulators	No	- In-person / Virtual Meetings - E-Mail communications - Community meetings (Industry organisation meetings)	Need Based	- Regulatory Compliances - Regulatory follow-ups - Regulatory guidance - Responding to queries
Investors / Shareholders	No	- Annual reports and Annual General Meeting - Quarterly reports filed through stock exchanges - Material Announcements through stock exchange	- Annually - Quarterly - Event-based	- Performance and Financial results - Corporate Governance - Transparency in Disclosures



Stakeholder Group	Whether identified as Vulnerable and Marginalised 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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> - Townhall Meetings - Performance Appraisals reviews - Emails and Meetings - Training Programs - Employee Engagement Programs 	Regular / As per practice	<ul style="list-style-type: none"> - Training, Professional Growth and Development - Well-being initiatives - Employee Recognitions - Updates and Communications on policies, processes and systems.
Suppliers	No	<ul style="list-style-type: none"> - Emails and Meetings - Supplier Assessment and Reviews - Regular Business Interactions 	Regular / As per practice	<ul style="list-style-type: none"> - Supplier Assessments - Promoting Shared Growth - Payments and Collaborations
Community	Yes	<ul style="list-style-type: none"> - In-person meetings - Engagement through NGO partners 	Regular / As per practice	<ul style="list-style-type: none"> - Increasing awareness and understanding of non-communicable disease - CSR Activities
Industry Associations	No	<ul style="list-style-type: none"> - Email - In-person - Virtual meetings 	Need-basis	<ul style="list-style-type: none"> - Policy Shaping

PRINCIPLE 5:

Businesses should respect and promote human rights

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

Category	FY 2023-24			FY 2022-23		
	Total	Number	%	Total	Number	%
Employees						
Permanent	878	878	100	883	883	100
Other than permanent	0	0	0	0	0	0
Total	878	878	100	883	883	100
Workers						
Permanent	62	62	100	64	64	100
Other than permanent	0	0	0	0	0	0
Total	62	62	100	64	64	100

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

Category	FY 2023-24					FY 2022-23				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		Number	%	Number	%		Number	%	Number	%
Permanent Employees										
Male	698	0	0	698	100	731	0	0	731	100
Female	180	0	0	180	100	152	0	0	152	100
Other than Permanent Employees										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Permanent Workers										
Male	55	0	0	55	100	55	0	0	55	100
Female	7	0	0	7	100	9	0	0	9	100
Other than Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Not Applicable as no other than permanent employees and workers are employed by the Company

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	33,216,697	1	4,601,811
Key Managerial Personnel (KMP)	2	33,216,697	2	6,295,121
Employees other than BoD and KMP	696	1,405,460	177	1,294,187
Workers	55	1,251,294	7	1,303,262

*Mr. Rajesh Marwaha retired as a CFO and Director w.e.f. September 30, 2023.

**Ms. Bhavana Agrawal was appointed as the CFO of the Company w.e.f. October 1, 2023, and as Executive Director w.e.f. February 8, 2024

b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY 2023-24	FY 2022-23
Gross wage paid to females as % of total wages	18.11	13.70

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

Yes, the Head of Human Resource is responsible for addressing human rights impacts. The Company supports the principles set out in the UN Declaration of Human Rights, and the Company's policies details the high standards of employment practice. These includes respecting diversity and as a minimum, complying with national legal requirements regarding wages and working hours. We also support the International Labour Organization's standards ratified by India.

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

Website (AZethics.com), email id (GlobalCompliance@astrazeneca.com) and AZethics line (000-800-100-1071 or 000-800-001-6112) form a part of mechanism in place for grievance redressal on human rights issues. The Company's code of conduct includes details on HOW TO ASK A QUESTION OR RAISE A CONCERN. Grievances can also be shared anonymously, and efforts are taken to ensure that the information is kept confidential and communicated on a need-to-know basis.

The AZethics line and AZethics.com are managed by a third party on AstraZeneca's behalf. When someone ask a question or raise concern, their wish to disclose contact information is checked.



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

Category	FY 2023-24			FY 2022-23		
	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	3	1	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced/Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other Human rights related	Nil	Nil	None	Nil	Nil	None

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

Particulars	FY 2023-24	FY 2022-23
Total complaints reported under POSH	3	0
Complaints on POSH as a % of female employees/workers	1.60%	0
Complaints on POSH upheld	2	0

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

The Company has established a formal “Bullying and Harassment Policy” to prevent adverse consequences to the complainant in discrimination and harassment cases. The policy is made available to all permanent employees and workers for their reference. Further, the policy sets out the guidelines for managers and employees on how to handle situations in which employees are being exposed to bullying or harassing actions.

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

Yes, abiding by Human rights requirements is part of the contract document with all the contractors. The Company’s policy on “Engaging Third Parties” has reference to the same.

10. Assessments for the year:

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

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

Not applicable, since no such incidents were reported.

PRINCIPLE 6:**Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Giga Joules or multiples) and energy intensity:**

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	16669 GJ	17466 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	16669 GJ	17466 GJ
From non-renewable sources		
Total electricity consumption (D)	1446.48 GJ	1751.67 GJ
Total fuel consumption (E)	5191 GJ	9161 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6637.48 GJ	10912.67 GJ
Total energy consumed (A+B+C+D+E+F)	23306.48 GJ	28378.67 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/₹ million)	1.80	2.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/₹ million adjusted for PPP)	0.08	0.12
Energy intensity in terms of physical output	-	-

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

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

No, none of the sites / facilities were identified as designated consumers.

3. Details of the following disclosures related to water:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	24548	26927
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	24548	26927
Total volume of water consumption (in kiloliters)	22239	24606
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (in kiloliters/₹ million)	1.72	2.39
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (in kiloliters/₹ million adjusted for PPP)	0.08	0.11
Water intensity in terms of physical output	-	-

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



4. Details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(ii) Groundwater	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(iii) Seawater / desalinated water	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(iv) Sent to third parties	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(v) Others	7261	8848
- No treatment	0	0
- With treatment - used for landscaping	100%	100%
Total water discharged (in kiloliters)	7261	8848

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

Yes, generated effluent is 100% treated in-house Combined Effluent Treatment Plant and used within the manufacturing plant for landscaping.

6. Details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2023-24	FY 2022-23
NOx (Nitrogen oxides)	mg/Nm ³	15.65	14.37*
SOx (Sulphur oxides)	mg/Nm ³	8	8*
Particulate matter (PM)	mg/Nm ³	44.6	44.58*
Persistent organic pollutants (POP)	mg/Nm ³	NA	NA
Volatile organic compounds (VOC)	mg/Nm ³	NA	NA
Hazardous air pollutants (HAP)	mg/Nm ³	NA	NA
Others – Carbon Monoxide	mg/Nm ³	Nil	Nil

*these are the average values of monthly monitoring at manufacturing plant.

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 independent assessment has been carried out. However, monthly ambient air quality monitoring is conducted at the manufacturing plant by M/s Tejus Enterprises, a KSPCB approved third party monitoring agency.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	452	618
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ eq./₹ turnover in Million rupee	0.03	0.06
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ eq./₹ turnover in Million rupee adjusted for PPP	0.002	0.002
Total Scope 1 and Scope 2 emission intensity in terms of physical output		452	618

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

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

Yes, the entity has developed Roadmap and Glidepath for Energy and Carbon reduction for the manufacturing plant.

9. Details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.10	0.20
E-waste (B)	0.47	0.90
Bio-medical waste (C)	0.02	0.01
Construction and demolition waste (D)	NIL	Nil
Battery waste (E)	0.86	6.50
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	12.23	15.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	6.17	Nil
Total (A+B + C + D + E + F + G + H)	19.85	22.75
Waste intensity per rupee of turnover (Total waste generated/revenue from operations) (in metric tonne/₹ million)	0.002	0.002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/revenue from operations adjusted for PPP) (in metric tonne/₹ million adjusted for PPP)	0.00	0.00
Waste intensity in terms of physical output	-	-



For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	Recycled in FY 2023-24	Re-used in FY 2023-24	Other recovery operations in FY 2023-24	Recycled in FY 2022-23	Re-used in FY 2022-23	Other recovery operations in FY 2022-23
Plastic waste (A)	0.10	NA	NA	0.20	NA	NA
E-waste (B)	0.47	NA	NA	0.9	NA	NA
Bio-medical waste (C)	0.02	NA	NA	0.01	NA	NA
Construction and demolition waste (D)	NA	NA	NA	NA	NA	NA
Battery waste (E)	0.86	NA	NA	6.50	NA	NA
Radioactive waste (F)	NA	NA	NA	NA	NA	NA
Other Hazardous waste. Please specify if any (G)	12.23	NA	NA	NA	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any.	6.17	NA	NA	6.00	NA	NA
Total Waste Recovered (A+B + C + D + E + F + G + H)	19.85	NA	NA	13.61	NA	NA

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

Category of waste	Waste incinerated in FY 2023-24	Waste in landfill in FY 2023-24	Other disposal in FY 2023-24	Waste Incinerated in FY 2022-23	Waste in landfill in FY 2022-23	Other disposal in FY 2022-23
Plastic waste (A)	NA	NA	0.10	NA	NA	NA
E-waste (B)	NA	NA	0.47	NA	NA	NA
Bio-medical waste (C)	NA	NA	0.02	NA	NA	NA
Construction and demolition waste (D)	NA	NA	NA	NA	NA	NA
Battery waste (E)	NA	NA	0.86	NA	NA	NA
Radioactive waste (F)	NA	NA	NA	NA	NA	NA
Other Hazardous waste. Please specify if any (G)	NA	NA	12.23	13.30	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any.	NA	NA	6.17	NA	NA	NA
Total Waste Recovered (A+B + C + D + E + F + G + H)	NA	NA	19.85	13.30	NA	NA

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 such assessment was carried out.

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.

- Non-hazardous waste is disposed to Bruhat Bengaluru Mahanagara Palika (BBMP) authorised vendor
- Hazardous waste is disposed to KSPCB authorised recycler
- Food waste is composted in-house and manure is used for gardening
- The Company envisages to reduce its waste reduction through its waste reduction programs.

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:

None of the Company's plant/ offices are located in ecologically sensitive areas.

12. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year i.e. 2023-24:

No EIA study has been undertaken in the current financial year.

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

Yes, the organisation is abiding by all the applicable laws. The organisation is complying with conditions obtained from Karnataka State Pollution Control Board, Hazardous waste authorisation, Biomedical waste authorisation consents.

Leadership Indicators

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

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

- (i) Name of the area: Yelahanka, Bengaluru North - 560063
- (ii) Nature of operations: Pharmaceutical Manufacturing
- (iii) Details of water withdrawal, consumption, and discharge:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	24548	26927
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	24548	26927
Total volume of water consumption (in kiloliters)	22239	24606
Water intensity per rupee of turnover (Water consumed / turnover in Million rupee)	1.72	2.39
Water intensity (optional)	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(ii) Into Groundwater	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(iii) Into Seawater	Nil	Nil
- No treatment	0	0



Parameter	FY 2023-24	FY 2022-23
- With treatment	0	0
(iv) Sent to third parties	Nil	Nil
- No treatment	0	0
- With treatment	0	0
(v) Others	7261	8848
- No treatment	0	0
- With treatment - used for landscaping	100%	100%
Total water discharged (in kiloliters)	7261	8848

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 such assessment was carried out.

2. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

As mentioned above, none of the project sites or offices are situated in ecologically sensitive areas.

3. **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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Electrolytic Cooling Tower Water Treatment System	Chemical free water treatment system for the cooling towers works on the principle of electrolysis of water.	Scale is removed from circulation water and deposited in the electrolytic reactor. The same helps in the below: - Automated Self-Cleaning Mechanism - Automated blow down from the system
2.	Electronically Commutated (EC) fan	Replacement of conventional belt driven AHU with brushless direct current motor EC fans	Energy saving

4. **Does the entity have a business continuity and disaster management plan?**

Yes, the Company has a business continuity and disaster management plan. Business Continuity (BC) is a structured process that enables us to restore our Critical Processes to pre-determined levels in a controlled manner following a period of disruption. We follow AstraZeneca global BC Process which consists of 6 following Steps:

1. Understand your Business Area
2. Conduct a Business Impact Analysis (BIA)
3. Develop and Roll-Out your Business Continuity Plan (BCP)
4. Exercise/activate your BCP
5. Network, Collaborate and Share
6. Review, Revise and Report

Bengaluru site has identified the BCP team and defined their roles and responsibilities. We review our site-specific BCP annually and update the changes to the critical process.

5. **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?**

Not Applicable

PRINCIPLE 7:**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent****1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company has affiliation with three (3) trade and industry chambers/associations.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Organisation of Pharmaceutical Producers of India	National
2.	Indian Society of Clinical Research	National
3.	Karnataka Drug Manufacturing Association	State

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

There are no adverse orders passed against the Company in relation to anti-competitive conduct.

PRINCIPLE 8:**Businesses should promote inclusive growth and equitable development****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

In the current financial year, the Company did not undertake any Social Impact Assessment.

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

In the reporting year, the Company did not undertake any Rehabilitation and Resettlement (R&R) for any project(s).

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

Website (AZethics.com), email id (GlobalCompliance@astrazeneca.com) and AZethics line (000-800-100-1071 or 000-800-001-6112) form a part of mechanism in place for grievance redressal on human rights issues. The Company's code of conduct include details on HOW TO ASK A QUESTION OR RAISE A CONCERN. Grievances can also be shared anonymously and efforts are taken to ensure that the information is kept confidential and communicated on a need-to-know basis.

The AZethics line and AZethics.com are managed by a third party on AstraZeneca's behalf. When someone ask a question or raise concern, their wish to disclose contact information is checked.

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

	FY 2023-24 (%)	FY 2022-23 (%)
Directly sourced from MSMEs/ small producers	1.4	0.9
Sourced directly from within India	5.6	9.3

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

Location	FY 2023-24 (%)	FY 2022-23 (%)
Rural	0	0
Semi-urban	1	1
Urban	3	4
Metropolitan	96	95



PRINCIPLE 9:

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

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

The Company has a dedicated email id and online tool/questionnaire available on the website of the Company to register any complaint relating to product quality. These complaints are automatically processed in the tool where the relevant quality team are assigned to work upon the complaint resolution. The investigation report is then shared with the complaint owner.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	1	0	Nil	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Category	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes, the Company has a policy on Cyber security - <https://azusgb01--cms.visualforce.com/apex/Main?sname=Intranet&name=Cyber-Security&r=true#/>

6. 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.

There has been no instance of any corrective actions taken or underway on re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services in recent past from Regulatory.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: 4
- Percentage of data breaches involving personally identifiable information of customers: 100%
- Impact, if any, of the data breaches: No