

## Annexure VIII

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

**SECTION A: GENERAL DISCLOSURES**
**I. DETAILS OF THE LISTED ENTITY:**

1	Corporate Identity Number (CIN) of the Company	L24110GJ1969PLC001590
2	Name of the Company	THEMIS MEDICARE LIMITED
3	Year of incorporation	1969
4	Registered address	Plot No 69-A, GIDC Industrial Estate, Vapi - 396 195, Dist- Valsad, Gujarat.
5	Corporate address	11/12 Udyog Nagar, S.V Road, Goregaon West, Mumbai – 400 104.
6	Website	<a href="http://www.themismedicare.com">www.themismedicare.com</a>
7	Telephone No.	022-67607080
8	E-mail id	themis@themismedicare.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>• BSE Limited - Stock Code 530199</li> <li>• National Stock Exchange of India Limited Stock Code - THEMISMED</li> </ul>
11	Paid-up Capital	Rs. 9,20,40,120/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<p>Mr. Sangameshwar Iyer            Company Secretary &amp; Compliance Officer            Themis Medicare Ltd.            11/12 Udyog Nagar, S.V. Road, Goregaon West, Mumbai – 400 104, Maharashtra.            Tel: 022-67607080            Email: sangameshwar.iyer@themismedicare.com</p>
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).	Disclosures for Themis Medicare Limited are made on Standalone Basis.
14	Name of assurance provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.
15	Type of assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.

**II. PRODUCTS/SERVICES:**
**16. Details of the business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pharmaceuticals & Medicinal Chemicals	Manufacturing and sales of Pharmaceutical products and Active Pharmaceutical Ingredients (API).	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Pharmaceuticals & Medicinal Chemicals.	2100	100%

### III. OPERATIONS:

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

Location	Number of Plants	Number of Corporate Offices	Total
National	3	1	4
International	0	0	0

#### 19. Markets served by the entity

##### a. Number of locations:

Locations	Number
National (No. of States)	All States and Union territories
International (No. of Countries)	The Company markets in over 44 Countries and has more than 4000 stockists in nationwide.

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

The contribution of exports as a percentage of the total turnover of the entity is 28%.

##### c. A brief on types of customers:

In terms of formulations, our end customers are the patients who use our medicines. Healthcare Professionals, who prescribes TML's products to patients, are our secondary customers. Our primary customers are stockists and distributors, who supply our products to pharmacies where patients purchase them. For Active Pharmaceutical Ingredients, the Company's customers are the formulation manufacturers.

### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1480	1405	94.93	75	5.07
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	<b>Total employees (D + E)</b>	1480	1405	94.93	75	5.07
<b>WORKERS</b>						
4.	Permanent (F)	29	29	100.00	0	0.00
5.	Other than Permanent (G)	131	118	90.08	13	9.92
6.	<b>Total workers (F + G)</b>	160	147	91.88	13	8.13

##### b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	There are no differently abled employees in the Company.				
2.	Other than Permanent (E)					
3.	<b>Total differently abled employees (D + E)</b>					
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	There are no differently abled workers in the Company.				
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

#### 21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9*	2	22.22
Key Management Personnel	4	0	0.00

\* Including one Alternate Director

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	42.74	29.17	35.95	54.83	30.08	42.48	58.51	39.66	49.08
Permanent Workers	3.64	0.00	1.82	3.85	0.00	0.00	0.00	0.00	0.00

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

Sr. 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	Gujarat Themis Biosyn Ltd	Associate	23.19% Listed	No. However, it is a listed entity to which BRSR is applicable,
2	Long Island Nutritionals Pvt. Ltd.	Associate	37.14% Unlisted	No
3	Artemis Biotech Limited	Subsidiary	95% Unlisted	No
4	Themis Chemicals Private Limited	Subsidiary	100% Unlisted	No
5	Carpo Medical Limited	Subsidiary (in UK)	100% Unlisted	No
6	Carpo Investments Ltd.	Subsidiary (in UK)	100% Unlisted	No
7	Richter Themis Medicare (India) Pvt. Ltd.	Joint venture	49% Unlisted	No

**VI. CSR DETAILS**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover Rs. 381.76 Crores  
(iii) Net worth Rs. 267.90 Crores

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	NA	The Company has no investors other than shareholders.					
Shareholders	No *	4	Nil	NA	2	NIL	NA
Employees and workers	No	Nil	Nil	NA	NIL	NIL	NA
Customers	No	Nil	Nil	NA	NIL	NIL	NA
Value Chain Partners	No	Nil	Nil	NA	NIL	NIL	NA

\*The complaints received from the shareholders are attended promptly by the R & T Agent and Secretarial Team. Stakeholder Relationship Committee of the Board oversees and looks into grievances not resolved in the specified time frame.

HR has laid down system to address grievances of employees and workers. Their complaints can be submitted to the HR Head and Plant Head through emails or suggestion boxes. Company has also put in place Whistle Blower Policy and mechanism to enable the employees to raise their concerns, wrongdoing and other irregularities noticed in the Company without any fear of reprisal or reprimand.

**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 implications<sup>1</sup>**

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	Regulatory Compliance	Risk	The pharmaceutical industry is highly regulated. Non-compliance can result in reputational damage and financial losses.	Regulatory compliance is overseen by: Monitoring and managing all the compliance requirements through a maker and checker approach. Implementing Standard Operating Procedures (SOPs) and protocols for each compliance requirement. Regular review by the quality assurance team in collaboration with cross-functional teams every four months. Engaging expert consultants for internal audits.	Negative. There has been no negative impact in the reporting period of 2023-2024
2	Employee Recruitment, Development & Retention	Opportunity	Businesses face intense competition in recruiting and retaining staff. The industry relies on highly qualified workers for various tasks like developing new products and ensuring Quality manufacturing processes, including product development, clinical trials, regulatory compliance, and product commercialization. Companies that excel in attracting and retaining employees within a restricted talent pool are better positioned to protect and enhance shareholder value.	Not Applicable	Positive

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)
3	Affordability and Pricing	Risk	Supplying APIs to pharmaceutical companies plays a crucial role in enhancing accessibility and affordability of medications for patients. This is particularly notable in numerous low- and middle-income countries where access to medicines is significantly improved. Themis Pharmaceuticals implements pricing strategies that balance profitability with affordability.	Not Applicable	Positive
4.	Access to Medicines	Opportunity	Product pricing strategies that consider the diverse economic conditions and healthcare requirements across different countries. Initiatives aimed at enhancing access to medications can lead to growth prospects, innovation, and the formation of distinctive partnerships, ultimately boosting shareholder value.	Not Applicable	Positive
5.	Drug Safety	Risk	Safety concerns regarding individuals, manufacturing defects, or insufficient disclosure of product-related risks can result in substantial product liability claims, exposing companies to financial ramifications associated with adverse events and product recalls. Biotechnology and pharmaceutical companies that effectively reduce the occurrence of product recalls, safety issues, and regulatory enforcement actions are better positioned to safeguard shareholder value.	We implement rigorous quality control and assurance processes to ensure that every product meets the highest quality standards set by both the company and regulatory authorities.	Negative. There has been no negative impact in the reporting period of 2023-2024.

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)
6.	Safety of Clinical Trial Participants	Opportunity	Ensuring the safety of clinical trial participants is vital for the successful market approval of a product. Supervising these trials is significant due to the large number conducted by third-party contract research organizations through which shareholder value can also be increased by generating additional revenue from new products.	Not Applicable	Positive
7.	Supply Chain Management	Risk	Ensuring the quality of the supply chain is crucial for safeguarding consumer health and maintaining corporate value. Transparency regarding the implementation of supply chain audit programs can offer investors insight into the measures taken by companies in this sector to preserve shareholder value.	The Company engage with its supply chain collaborators through diverse engagement methods to guarantee punctual product delivery to clients. Regular Audits of major vendors of the Company are conducted periodically to ensure sound Supply Chain management practices.	Negative. There has been no negative impact in the reporting period of 2023-2024.
8.	Ethical Marketing	Risk	Unethical marketing practices, including misleading advertisements and off-label promotion, can result in legal penalties, loss of trust, and reputational damage. Ethical marketing is crucial to maintaining the company's credibility and compliance with regulations.	Themis Medicare adheres to strict ethical guidelines and industry standards for marketing practices. The company conducts regular training for its sales and marketing teams to ensure compliance with ethical standards and legal requirements. It also monitors marketing activities to prevent and address any deviations.	Negative. There has been no negative impact in the reporting period of 2023-2024.

<sup>1</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB's 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.

**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
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	The above mentioned applicable policies are available on website of the Company. <a href="https://www.themismedicare.com/investorrelations/policiesandcodes">https://www.themismedicare.com/investorrelations/policiesandcodes</a>								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Policy for determining Material Subsidiaries	<a href="https://www.themismedicare.com/uploads/statutory/pdf/policy-determining-material-subsidiary.pdf">https://www.themismedicare.com/uploads/statutory/pdf/policy-determining-material-subsidiary.pdf</a>	P1
2	Dividend Distribution Policy	<a href="https://www.themismedicare.com/uploads/statutory/pdf/dividend-distribution-policy.pdf">https://www.themismedicare.com/uploads/statutory/pdf/dividend-distribution-policy.pdf</a>	P1
3	CSR Policy	<a href="https://www.themismedicare.com/uploads/statutory/pdf/csr-policy-301.pdf">https://www.themismedicare.com/uploads/statutory/pdf/csr-policy-301.pdf</a>	P4, P8
4	Code of Conduct- Insider Trading	<a href="https://www.themismedicare.com/uploads/statutory/pdf/code-of-conduct-insider-trading-22.pdf">https://www.themismedicare.com/uploads/statutory/pdf/code-of-conduct-insider-trading-22.pdf</a>	P1
5	Business Code of Conduct	<a href="https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct-ethics-23.pdf">https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct-ethics-23.pdf</a>	P1, P3
6	Related Party Transaction Policy	<a href="https://www.themismedicare.com/uploads/statutory/pdf/related-party-transaction-policy-25.pdf">https://www.themismedicare.com/uploads/statutory/pdf/related-party-transaction-policy-25.pdf</a>	P1
7	Policy for Determination of materiality of events or information	<a href="https://www.themismedicare.com/uploads/statutory/pdf/policy-for-determination-of-materiality-of-events-or-information-26.pdf">https://www.themismedicare.com/uploads/statutory/pdf/policy-for-determination-of-materiality-of-events-or-information-26.pdf</a>	P1
8	Policy for preservation of documents	<a href="https://www.themismedicare.com/uploads/statutory/pdf/policy-for-preservation-of-documents-27.pdf">https://www.themismedicare.com/uploads/statutory/pdf/policy-for-preservation-of-documents-27.pdf</a>	P1, P9
9	Vigil Mechanism / Whistleblower Policy	<a href="https://www.themismedicare.com/uploads/statutory/pdf/vigil-mechanism-whistle-blower-policy-31.pdf">https://www.themismedicare.com/uploads/statutory/pdf/vigil-mechanism-whistle-blower-policy-31.pdf</a>	P1
10	Code of Conduct for Fair Disclosure of Unpublished Price Sensitive Information	<a href="https://www.themismedicare.com/uploads/statutory/pdf/unpublished-price-sensitive-information-30.pdf">https://www.themismedicare.com/uploads/statutory/pdf/unpublished-price-sensitive-information-30.pdf</a>	P1

Few other policies of the Company aligning with the remaining principles are available on the intranet and is not available for general public access.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Company has translated the policies into procedures and practices wherever applicable.
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Code of Conduct, Supplier Code of Conduct and Human Right policy extends to our value chain partners.
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.	All our manufacturing sites are adhering to applicable GMP standards, apart from accreditations by Central Drugs Standard Control Organization (CDSCO: India) and ISO 9001:2015 etc.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	By strategically planning and executing initiatives, the company is dedicated to promoting sustainability throughout its operations and supply chain, aiming to make positive contributions to environmental conservation and societal welfare. It intends to set goals spanning short, medium, and long-term timeframes.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	
<b>Governance, leadership and oversight</b>	
<p>7. Statement by director responsible for the Business Responsibility and Sustainability Report, highlighting ESG related challenges, targets and achievements</p> <p>The Company acknowledges the significant repercussions of climate change and recognizes its responsibility to foster a secure and sustainable environment within the pharmaceutical industry. This heightened awareness has strengthened our dedication to enhancing our Environmental, Social, and Governance (ESG) performance. We are actively reinforcing our ESG protocols and frameworks throughout our operations, with a focus on initiatives such as Plastic Waste Management and community development efforts.</p> <p>Furthermore, our commitment extends to enhancing energy efficiency across our operational sites and increasing the utilization of renewable energy sources. We understand that sustained interaction and cooperation with our stakeholders are essential for advancing our goals and realizing our vision of safeguarding both people and the environment. We are committed to transparently reporting on our ESG-related challenges, targets, and achievements as part of our ongoing commitment to sustainability and corporate responsibility.</p> <ul style="list-style-type: none"> <li>- Dr. Dinesh S Patel, Executive Chairman</li> <li>- Dr. Sachin D Patel, Managing Director &amp; CEO</li> </ul>	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility and Sustainability Policy(ies).	Dr. Dinesh S Patel, Executive Chairman Dr. Sachin D Patel, Managing Director & CEO
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.	There is no single committee dedicated exclusively to sustainability-related decision-making. However, the Company has a Risk Management Committee, Stakeholder Relationship Committee and CSR Committee to overlook these issues.



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / Directors / Board committees / Board members, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board/MD on a quarterly basis.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Yes, independent assessment/ evaluation of the working of the policies was carried out by M/s. Dhir & Dhir Associates, an eminent law firm, wherein the implementation and sufficiency of policies, focusing on their adequacy and effectiveness was assessed. The Company internally reviews the working of the above-mentioned policies wherever applicable.							

**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**

This section is designed to assist organizations in showcasing their efforts to incorporate the Principles and Core Elements into their key processes and decisions. The requested information is divided into "Essential" and "Leadership" categories. While entities required to submit this report are expected to disclose the essential indicators, organizations aiming to advance to a higher level of social, environmental, and ethical responsibility may voluntarily disclose the leadership indicators.

**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	% of persons in respective category covered by the awareness programmes
Board of Directors	4	Familiarization programme	100%
Key Managerial Personnel	4	Familiarization programme	100%
Employees other than Board of Directors and KMPs	42	Various trainings given by the company are categorised under these heads: - Technical and Professional Skills Training - Team Building and Soft Skills - POSH Training - Industry-Specific Knowledge and Trends - Training on Artificial Intelligence Regulatory and Compliance Training	100%
Workers	30	Various trainings given by the company are categorised under these heads: - Technical and Process-Specific Training - Safety and Emergency Response Training - Regulatory Compliance and Quality Assurance - Employee Well-being and Workplace Policies like personal hygiene and POSH training.	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 (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)**

The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.

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					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment			Nil		

**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
	Nil

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

The Company maintains a Code of Conduct for Directors and Senior Management, outlining principles of ethical conduct expected from these key stakeholders. Additionally, there is a Business Code of Conduct and Ethics in place to ensure that all employees adhere to high standards of ethical behavior. These codes serve as guiding principles to uphold integrity, honesty, and transparency across all levels of the organization. Web links of these policies are as under:

<https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct--ethics-23.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	No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption	
KMPs		
Employees		
Workers		

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

	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	No complaints were received with regard to conflict of interest in any of the reporting year.			
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 fines / penalties / actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	126	123

**9. Open-ness of Business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	17.06	19.27
	b. Number of trading houses where purchases and made from	95	89
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.85%	69.25%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	95.67%	92.66%
	b. Number of dealers/distributors to whom sales are made	2140	797
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	4.68%	6.87%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	1.24	0.74
	b. Sales (Sales to related parties/Total Sales)	37.35	30.61
	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

## 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
No Awareness programmes were conducted for value chain partners on any of the Principles during the financial year, however moving forward the Company will consider conducting these awareness programmes.		

### 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 Code of Conduct (the "Code") establishes both legal and ethical standards for Directors and Senior Managements employees. It serves as a framework to prevent misconduct and encourages:

- Managing Conflict of interest
- Compliance with Law
- Treatment to other Employees
- Health and Safety Protection
- Protection of Company's property
- Insider Trading
- Receiving Gifts

These standards are designed to maintain integrity, foster a culture of compliance, and uphold the Company's reputation.

## 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.

	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	Rs. 245.80 (In Lakh)*	Rs. 247.95 (In Lakh)*	Electric heating element is removed to fire fuel in boiler which helps in reducing cost and Boiler package smoke tube system is converted from furnace oil firing to light diesel oil.
Capex	Rs. 130 (In Lakh)*	Nil	Energy conservation by replacing lights to LED and exploring the feasibility to install solar power plant.

\*The Percentage is not ascertainable.

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

No. Currently the entity does not have separate procedures in place for sustainable sourcing. However, we undergo supplier screening processes as and when required.

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

The Percentage of inputs that were sourced sustainably are not ascertainable, however the company will make endeavors to disclose the percentage for the same from the upcoming years.

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.
  - a) **Plastics (including packaging):** The Company adheres to the requirements outlined in the Plastic Waste Management Rules established by the Central Pollution Control Board.
  - b) **E-waste:** The Company implements a process for the safe disposal of electronic waste (e-waste) by collaborating with the State Pollution Control Board (SPCB) and authorized agencies.
  - c) **Hazardous waste:** The Company has established a process for the safe disposal of hazardous waste, working in coordination with the State Pollution Control Board (SPCB) and authorized agencies. This includes following guidelines set by regulatory authorities for the proper handling and disposal of hazardous materials to ensure compliance with environmental standards.
  - d) **Other Waste:** The Company have process in place for disposing and other wastes to State Pollution Control Board (SPCB) and authorized agencies.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) is applicable to the entity’s activities and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board.

### 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.
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The Company has not conducted Life Cycle Perspective / Assessments (LCA) for any of its products or services in the reporting year. Same shall be assessed in the upcoming years and taken up accordingly.

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. N/A**

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
As a pharmaceutical products manufacturer, we are unable to incorporate reused or recycled input materials into our production processes. This limitation is dictated by several factors, including the nature of the products, their criticality concerning patients' health and safety, compliance with relevant regulations, and adherence to clinical trial protocols. Given these considerations, there is no possibility of reusing or recycling any input materials directly associated with our products.		

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 2023-24			FY 2022-23		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	-	2.67	5.05	-	3.26	14.18
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	43.72	-	-	108.22
Other waste (Paper)	-	-	35.92	-	-	49.45

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
	Not Applicable

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

#### ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1405	1405	100%	1405	100%	-	-	-	-	-	-
Female	75	75	100%	75	100%	75	100%	-	-	-	-
<b>Total</b>	<b>1480</b>	<b>1480</b>	<b>100%</b>	<b>1480</b>	<b>100%</b>	<b>75</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	NIL										
Female	NIL										
<b>Total</b>	NIL										

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	147	147	100%	147	100%	-	-	-	-	-	-
Female	13	13	100%	13	100%	-	-	-	-	-	-
<b>Total</b>	<b>160</b>	<b>160</b>	<b>100%</b>	<b>160</b>	<b>100%</b>	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	118	118	100%	118	100%	-	-	-	-	-	-
Female	13	13	100%	13	100%	-	-	-	-	-	-
<b>Total</b>	<b>131</b>	<b>131</b>	<b>100%</b>	<b>131</b>	<b>100%</b>	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.09	0.11

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y

**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 Company is committed to inclusivity and accessibility. While we currently do not have employees or workers with disabilities, we are dedicated to making our head office accessible as well and will take proactive steps to ensure this when we hire differently-abled individuals in the future.

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

The Company does not have a separate equal opportunity policy. However, our commitment to equal opportunity and inclusivity is integrated into our business code of ethics, which encompasses principles of fairness, non-discrimination, and respect for all individuals. The Policy is readily accessible at:

<https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct--ethics-23.pdf>

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

While the Company grants Maternity leave, it does not have a policy of paternal leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	No parental leave was taken during the reporting year.			
Female				
Total				

**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	Yes, the Company has a mechanism in place for receiving and addressing grievances from employees and workers. The Human Resources (HR) department serves as the primary point of contact for any grievances. Employees and workers can reach out to HR department via email at <a href="mailto:hrrmgr@themismedicare.com">hrrmgr@themismedicare.com</a> Additionally, employees have access to the Employee Self Service (ESS) portal, which they can use to register their grievances. This dual approach ensures that all concerns are promptly addressed and resolved efficiently.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	Presently, none of our employees or workers are members of any associations or unions. However, the company does not restrict or prohibit the formation of associations or unions by its employees and workers.					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	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)
<b>Employees</b>										
Male	1405	1405	100%	1405	100%	890	890	100%	890	100%
Female	75	75	100%	75	100%	70	70	100%	70	100%
<b>Total</b>	<b>1480</b>	<b>1480</b>	<b>100%</b>	<b>1480</b>	<b>100%</b>	<b>960</b>	<b>960</b>	<b>100%</b>	<b>960</b>	<b>100%</b>
<b>Workers</b>										
Male	147	147	100%	147	100%	178	178	100%	178	100%
Female	13	13	100%	13	100%	14	14	100%	14	100%
<b>Total</b>	<b>160</b>	<b>160</b>	<b>100%</b>	<b>160</b>	<b>100%</b>	<b>192</b>	<b>192</b>	<b>100%</b>	<b>192</b>	<b>100%</b>

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1405	1405	100%	890	890	100%
Female	75	75	100%	70	70	100%
<b>Total</b>	<b>1480</b>	<b>1480</b>	<b>100%</b>	<b>960</b>	<b>960</b>	<b>100%</b>
<b>Workers</b>						
Male	147	147	100%	178	178	100%
Female	13	13	100%	14	14	100%
<b>Total</b>	<b>160</b>	<b>160</b>	<b>100%</b>	<b>192</b>	<b>192</b>	<b>100%</b>

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

Yes, an occupational health and safety management system has been implemented in all our factories. Safety audits are conducted at all plants by an external party, and the results are reviewed with the audit committee to ensure continuous improvement and adherence to safety standards.



**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 conducts periodic safety audits to identify work-related hazards and assess risks. These audits are part of our commitment to maintaining a safe working environment and are designed to identify potential hazards and evaluate the effectiveness of our safety measures on both routine and non-routine bases.

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

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? Yes**

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

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

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

The Company implements various measures to ensure a safe and healthy workplace environment. This includes conducting periodic safety audits to assess potential hazards and risks within the workplace. Recommendations provided by safety auditors are carefully considered and implemented to enhance safety protocols and practices. These measures aim to create a safe working environment for employees, minimizing the risk of accidents and injuries, and promoting overall well-being in the workplace.

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

	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	No complaints were received by the employees and workers in any of the reporting year.					
Health & Safety						

**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%
Working Conditions	100%

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

Not applicable since there were no significant safety related incidents.

**LEADERSHIP INDICATORS**

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

Yes. The Company provides a workmen’s compensation policy for workers, which is followed in the event of any worker’s death. This policy is available for every plant and is accessible internally.

For employees at the head office, a group accidental policy is in place to provide compensation in such unfortunate events.

- 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 obtains proof and compliance reports from them to confirm that statutory dues and other obligations have been deducted and deposited appropriately. By actively monitoring and verifying compliance through these reports, the Company ensures that all necessary statutory requirements are met by its value chain partners.

- 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	None of the employees / workers suffered any high consequence work- related injury / ill-health / fatalities. Hence, this is not applicable.			
Workers				

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

Yes. The Company offers transition assistance programs, including the opportunity to be rehired as consultants.

- 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	The value chain partners are assessed and continuously monitored wherever required, the percentage is not quantified currently.
Working Conditions	

- 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**  
Not Applicable

**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.**

Any individual, group, or institution that contributes value to the company's business chain is recognized as a core stakeholder. This encompasses various entities such as customers, employees, suppliers, regulators, business partners, local communities, and investors/shareholders.

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

Key Stakeholders	Whether identified as Vulnerable & 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 – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Meetings	Frequent and need based	To stay abreast of developments in pharmaceutical sector and informing them about products of the company.
Government/ Competent Authorities	No	Meetings and other communication mechanisms.	Need based	To stay abreast of the developments in policies and for compliances, approvals, permissions, etc.
Employees	No	Direct & other communication mechanism	Need based	To acquaint employees about developments in the Company and address their concerns, if any
Suppliers	No	Emails, meetings	Frequent and need based	Co-ordinate for supply of materials and ensure compliances
Investors & funders	No	Email, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	To update them about important developments in the Company and address their grievances
Communities	Yes	Directly or through CSR implementation partners	Frequent and need based	Support through socially high impact projects

## LEADERSHIP INDICATORS

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

The process of consulting with stakeholders is delegated to the Managing Director and the Senior Management Team of the Company. They engage in consultations with various stakeholders as needed, covering economic, environmental, and social topics. These consultations are conducted to gather insights, address concerns, and seek input from stakeholders on matters relevant to the company's operations and impact.

Following these consultations, the findings and outcomes are shared with the Board of Directors on a quarterly basis during Board Meetings. This ensures that the Board is regularly updated on the perspectives and feedback received from stakeholders, allowing for informed decision-making and alignment with stakeholder interests and expectations.

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. Themis Medicare Ltd. believes in engaging with stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the company.

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

Themis Medicare Ltd. supports the Government's endeavour toward the CSR Rules and implements various initiatives for the upliftment and betterment of disadvantaged, vulnerable and marginalised segments of society. We believe in providing accessible and affordable healthcare/education through various CSR initiatives.

## PRINCIPLE 5 Businesses should respect and promote human rights

### ESSENTIAL INDICATORS

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1480	1480	100%	960	960	100%
Other than permanent Employees	-	-	-	-	-	-
Total Employees	1480	1480	100%	960	960	100%
Workers						
Permanent	29	29	100%	36	36	100%
Other than permanent	131	131	100%	156	156	100%
Total Workers	160	160	100%	192	192	100%

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total(A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/ A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	1480	-	-	1480	100%	960	-	-	960	100%
Male	1405	-	-	1405	100%	890	-	-	890	100%
Female	75	-	-	75	100%	70	-	-	70	100%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	29	-	-	29	100%	36	-	-	36	100%
Male	29	-	-	29	100%	36	-	-	36	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	131	-	-	131	100%	156	-	-	156	100%
Male	118	-	-	118	100%	142	-	-	142	100%
Female	13	-	-	13	100%	14	-	-	14	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	7	4,30,000	1	1,05,000
Key Managerial Personnel	4	1,15,44,006	-	-
Employees other than BoD and KMP	2015	2,18,007	72	2,97,700
Workers	29	3,63,912	-	-

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	4.58	4.39

**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. Each plant has a separate HR team responsible for addressing human rights impacts or issues. Additionally, there is a POSH (Prevention of Sexual Harassment) committee in place to handle related matters.

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

Yes, the Company has established comprehensive internal mechanisms to address grievances related to human rights issues. Each plant is equipped with its own dedicated HR team, which plays a pivotal role in addressing and mitigating human rights impacts or issues within their respective locations. Employees and workers can directly approach these HR teams to report grievances related to human rights.

Furthermore, the Company has implemented a POSH (Prevention of Sexual Harassment) committee at each plant to specifically handle matters concerning sexual harassment in the workplace. This committee ensures that all allegations or complaints related to sexual harassment are handled sensitively, confidentially, and in accordance with legal requirements and company policies.

In addition to contacting the HR teams directly, employees also have access to the Employee Self Service (ESS) portal, through which they can register grievances electronically. This dual approach ensures that all concerns related to human rights are promptly addressed, investigated thoroughly, and resolved effectively, promoting a safe and respectful work environment across all company locations.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	There were no complaints received in any of the reporting period.					
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 2023-24	FY 2022-23
<b>Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>	There were no complaints received in any of the reporting period.	
<b>Complaints on POSH as a % of female employees / workers</b>		
<b>Complaints on POSH upheld</b>		

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

The company has a strict policy against retaliation towards individuals who raise or report concerns. Any form of retaliation or harassment against individuals who have reported, or are considering reporting, concerns in good faith is prohibited. The company is committed to taking disciplinary action, up to and including dismissal, in accordance with local labor laws, against any employee found to be engaging in such behaviour. This ensures a safe and supportive environment for employees to raise concerns without fear of reprisal.

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

Yes, business agreements and contracts entered into by your company with third parties include standard contract clauses for labour rights wherever applicable.

**10. Assessments for the year.**

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

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

Since the company is compliant, there was no corrective action suggested by any auditing / inspecting authority / official.

**LEADERSHIP INDICATORS**

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

Nil. We did not receive any grievances / complaints regarding Human Rights principles and guidelines. Maintaining a proactive approach, we have introduced travel guidelines for our women colleagues ensuring their safety at the workplace as well as travelling to and from work.

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

Human rights due-diligence is conducted through internal audits in all our plants. These audits ensure that our operations adhere to human rights standards and practices, safeguarding the rights and well-being of all employees and workers.

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

Yes. We are constantly working towards identifying the need of such visitors and proactively supporting on the same. We are also working on the overall accessibility of our office premises to meet the highest standards possible.

**4. Details on assessment of value chain partners : Not Applicable.**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	During audits, the value chain partners were evaluated based on these criteria, However, the percentage is not ascertainable.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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

Not Applicable.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**
**ESSENTIAL INDICATORS**
**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24 (In Gigajoules)	FY 2022-23 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	34503.27	29321.49
Total fuel consumption (E)	19673.13	18639.79
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	54176.40	47961.28
Total energy consumed (A+B+C+D+E+F)	54176.40	47961.28
Energy intensity per rupee of turnover (Total energy consumption / Revenue from Operations)	0.000014	0.000014
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00032	0.0003
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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. 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 Themis Medicare Ltd. are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This means that our sites are not subject to the regulations and requirements set forth by the PAT Scheme, allowing us flexibility in our operations while ensuring compliance with relevant energy efficiency and conservation standards.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in Kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	19282	23692
(iii) Third party water	24826	23068
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>64892</b>	<b>61676</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>33428</b>	<b>35275</b>
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.000009	0.000010
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0002	0.00022
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.



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

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) <b>To Surface water</b>	-	-
- <b>No treatment</b>	-	-
- <b>With treatment</b> – please specify level of treatment	-	-
(ii) <b>To Groundwater</b>	-	-
- <b>No treatment</b>	-	-
- <b>With treatment</b> – please specify level of treatment	-	-
(iii) <b>To Seawater</b>	-	-
- <b>No treatment</b>	-	-
- <b>With treatment</b> – please specify level of treatment	-	-
(iv) <b>Sent to third-parties</b>	-	-
- <b>No treatment</b> - Waste Water is collecting as LTDS and HTDS separately in tankers. After Ph Adjustment from 6.5 to 8.5, then waste water is sending to JETL (Common effluent treatment plant) Through Tankers	5840	5110
- <b>With treatment</b> – please specify level of treatment - Primary and Secondary treatment	10680	11485
(v) <b>Others</b>	-	-
- <b>No treatment</b>	-	-
- <b>With treatment</b> – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>16520</b>	<b>16595</b>

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

In Haridwar, we operate an Effluent Treatment Plant (ETP) with a capacity of 10 KLD/day dedicated to the pre-treatment of wastewater. This facility is essential for removing contaminants and impurities from the wastewater before it undergoes further treatment or is safely discharged. The pre-treatment process ensures that our wastewater management practices adhere to environmental regulations and standards, ultimately contributing to our sustainability goals and environmental responsibility.

In Vapi, the raw effluents from production processes, equipment washing, plant washing, and utility blocks are initially collected in a raw effluent collection sump via an oil and grease removal tank. The floating oil is separated and directed into an overflow chamber, from where it is stored in drums. The effluent is then pumped into a neutralization tank (A+A), where chemicals such as hydrated lime, alum, and a flocculant (polyelectrolyte) are added for complete treatment. Following proper settling, the supernatant (top layer) is transferred to a holding tank for detention, while the bottom sludge is directed to a sludge drying bed. Leachate water from the drying bed is returned to the collection tank, and the dried sludge is bagged, stored, and eventually disposed of at the TSDF site in Vapi.

After the detention period, the supernatant from the holding tank is transferred to a hopper-bottom primary settling tank. Post-settling, the overflow supernatant moves to an aeration tank for biological treatment, where organic matter is degraded in the presence of oxygen. The effluent containing biomass then flows to a secondary settling tank, where the biomass settles under quiescent conditions. The settled biomass is either recycled back into the aeration tank to maintain MLSS concentration or directed to the sludge drying bed.

Finally, the treated effluent is discharged into the GIDC underground drain, ensuring compliance with the inlet standards of the Common Effluent Treatment Plant (CETP). The effluent undergoes further treatment at the CETP before being ultimately discharged into the tidal zone of the Damanganga River.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	microgram / cubic meter	36.77	76.69
SOx	microgram / cubic meter	64.84	179.24
Particulate matter (PM)	microgram / cubic meter	60.86	168.67
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

**In Vapi Unit,** independent assessment for stack monitoring analysis has been carried out by Shree Green Environmental Laboratories.

**In Haridwar Unit,** independent assessment for stack monitoring analysis has been carried out by Devansh testing and research laboratory Pvt. Ltd.

**In Hyderabad Unit,** independent assessment for stack monitoring analysis has been carried out by Lawn Enviro Associates.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	1565.35	1523.14
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	7859.07	6678.78
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.0000025	0.0000023
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	0.00006	0.00005
<b>Total Scope 1 and Scope 2 emissions intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	-	-

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

**Haridwar:** Compact Fluorescent Lamps (CFLs) release approximately 80% of their energy as heat, making them both hot to the touch and inefficient. In contrast, Light Emitting Diode (LED) bulbs emit very little heat, enhancing their efficiency. Consequently, we are transitioning from CFL bulbs to LED bulbs to improve energy efficiency.

Additionally, the refrigerant gas R-22, commonly released into the atmosphere, is known to deplete the Earth's ozone layer, thereby contributing to global climate change. To address this environmental concern, we are replacing air conditioners that use R-22 with those using R-32, a more eco-friendly alternative.

**Vapi:** We have installed a scrubber system to effectively mitigate process emissions and reduce greenhouse gases (GHGs). This advanced technology helps us manage and control air pollutants released during our industrial processes, thereby enhancing our commitment to environmental protection and sustainability.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
<b>Plastic waste (A)</b>	7.72	17.44
<b>E-waste (B)</b>	-	-
<b>Bio-medical waste (C)</b>	-	-
<b>Construction and demolition waste (D)</b>	-	-
<b>Battery waste (E)</b>	-	-
<b>Radioactive waste (F)</b>	-	-
<b>Other Hazardous waste - Used Oil, ETP Sludge, Expired Medicine and Process Residue. (G)</b>	96.27	141.08
<b>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</b>	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	103.99	158.52
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- Metric tonnes/Rupees</b>	0.00000027	0.00000045
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>	0.0000006	0.000001
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
<b>(i) Recycled –Used Oil</b>	0.034	0.26
<b>(ii) Re-used</b>	-	-
<b>(iii) Other recovery operations</b>	-	-
<i>Total</i>	0.034	0.26
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
<b>(i) Incineration - Expired medicine</b>	47.36	61.66
<b>(ii) Landfilling - ETP sludge</b>	48.88	79.17
<b>(iii) Other disposal operations</b>	NIL	NIL
<i>Total</i>	96.24	140.83

**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.

**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.**

Themis Medicare Ltd. in Haridwar has formalized an agreement with Bharat Oil and Waste Management Ltd. (BOWML), authorized by the Uttarakhand Environment Protection and Pollution Control Board (UEPPCB), to manage the treatment, storage, and disposal of hazardous waste. This partnership ensures rigorous adherence to environmental regulations and best practices for handling hazardous materials.

Hazardous waste is exclusively entrusted to vendors approved by the Uttarakhand Government's Environment Protection and Pollution Control Board. All hazardous waste is packaged in accordance with the Hazardous Waste Management & Handling Rules and stored securely in designated hazardous waste rooms under lock and key, with meticulous entries maintained in respective logbooks.

There is a strict policy against any onsite reprocessing or reuse of hazardous waste at Themis Medicare Ltd. in Haridwar. When necessary, authorized vendors are summoned to collect hazardous waste, and they prepare FORM 10 as per hazardous waste regulations. Copies of FORM 10 are submitted to the State Pollution Control Board or Committee by the occupier.

Deactivated media is transferred to approved vendors, specifically the Medical Pollution Control Committee sanctioned by the Uttarakhand Government, on an as-needed basis.

Deactivated media is securely packed in poly bags, sealed with cable ties, and handed over to vendor personnel by the respective department, ensuring safe and compliant disposal practices.

This structured approach guarantees that Themis Medicare Ltd. fulfills its environmental responsibilities effectively while safeguarding health and environmental integrity.

**In Hyderabad,** Wastewater is meticulously collected in separate tankers based on its total dissolved solids content, with one set designated for Low Total Dissolved Solids (LTDS) and another for High Total Dissolved Solids (HTDS). Following this segregation, we perform a pH adjustment process to ensure that the wastewater's pH levels are brought within the optimal range of 6.5 to 8.5. This crucial step enhances the efficiency and effectiveness of subsequent treatment processes. Once the pH adjustment is completed, the treated wastewater is then transported via tankers to the JETL (Common Effluent Treatment Plant) for comprehensive treatment. This systematic approach ensures that our wastewater management aligns with environmental standards and supports our commitment to sustainability.

**In Vapi,** we obtain a valid Consent to Establish and Consent to Operate (CC&A) from the Gujarat Pollution Control Board (GPCB) and strictly adhere to the terms and conditions set forth by GPCB for safe waste disposal. Additionally, we have designated a dedicated area for the secure storage of waste until it is properly disposed of, ensuring compliance with all regulatory norms and promoting environmental safety.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

**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, In accordance with the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the industry/operations are exempt from the requirement to furnish environmental clearance or undergo an Environmental Impact Assessment (EIA).					

**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 action taken, if any
The Company is compliant with the applicable environmental law/ regulations/ guidelines				

**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: Not Applicable

(ii) Nature of operations: Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	Not ascertainable	Not ascertainable
Total Scope 3 emissions per rupee of turnover	-		
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-		

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or 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.**

The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

**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.	Energy Reduction	LED lights have been adopted as the primary source of illumination, replacing conventional CFL lights. This transition to LED technology offers several advantages, including greater energy efficiency, longer lifespan, and reduced maintenance costs.	LED lights consume significantly less energy compared to CFL lights, resulting in lower electricity consumption and greenhouse gas emissions. Additionally, their longer lifespan reduces the frequency of replacements, leading to cost savings and reduced waste generation. By choosing LED lights for street lighting, not only is energy efficiency enhanced, but the overall environmental impact is minimized, contributing to sustainable urban development initiatives.
2.	Transition to R-32 Refrigerant	The refrigerant gas R-22, commonly released into the atmosphere, is known to deplete the Earth's ozone layer, thereby contributing to global climate change. To address this environmental concern, we are replacing air conditioners that use R-22 with those using R-32, a more eco-friendly alternative.	Replacing air conditioners that use R-22 with those using R-32 is a significant environmental initiative with multiple positive outcomes. R-32 has a much lower ozone depletion potential (ODP) and a significantly lower global warming potential (GWP) compared to R-22. This transition helps reduce the emission of harmful substances that deplete the ozone layer and contribute to global warming. Additionally, R-32 is more energy-efficient, which can lead to reduced energy consumption and lower greenhouse gas emissions. Overall, this initiative supports sustainable practices, mitigates environmental impact, and contributes to the fight against climate change.

Sr. No	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
3.	Air Pollution Control	We have installed a scrubber system to effectively mitigate process emissions and reduce greenhouse gases (GHGs). This advanced technology helps us manage and control air pollutants released during our industrial processes, thereby enhancing our commitment to environmental protection and sustainability.	Installing a scrubber system to mitigate process emissions and reduce greenhouse gases (GHGs) has several general positive outcomes. This advanced technology effectively controls and reduces air pollutants, resulting in improved air quality. It demonstrates a proactive approach to environmental protection and regulatory compliance, enhancing the company's reputation for sustainability. Additionally, the reduction in GHG emissions contributes to global efforts to combat climate change. Overall, this initiative supports cleaner production processes, promotes a healthier environment, and reinforces the company's commitment to sustainable practices.

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

The Entity has an On Site Emergency Plan in compliance with the Gujarat Factories Rules, 1963.

**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?**

No adverse impact and hence no adaptation measures have been taken by the Company.

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

The Company has not undertaken any mitigation or adaptation measures as of yet.

**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 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.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Drug Manufacturers Association (IDMA)	National
2	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
3	Indian Pharmaceutical Association (IPA)	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
Not applicable since there were no cases of anti-competitive conduct by the Company during the FY 2023- 24		

## 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
We work closely with various trade and industry associations including industry representations to the government and regulators. We ensure that policy advocacy is carried out in a transparent and responsible manner taking into account our as well as the larger national interest.					

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

## ESSENTIAL INDICATORS

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
No such projects were undertaken by the entity, hence Not Applicable.					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The company has mechanisms to receive and redress grievances of various stakeholders. Grievances of the community are directly handled by our CSR implementation partners (NGOs).

The Company undertakes its CSR initiatives directly and through various implementation agencies in accordance with the applicable laws.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs / small producers	30.95	38.00
Some directly from within the district and neighboring districts	92.00	10% Approx*

\*For 2022-23: The percentage ascertained is for neighbouring districts in accordance with the previous year's SEBI template.

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

Location	FY 2023-24	FY 2022-23
Rural	11.40	Not quantified.
Semi-Urban	9.20	
Urban	0.00	
Metropolitan	21.70	

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Note: In addition to the percentage mentioned above, 57.70% of the employees are Field employees which are spread PAN India. Hence, the location is not ascertainable.



**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 Company in designated aspirational districts as identified by government bodies:

Sr.No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken any CSR projects in the designated aspirational districts as identified by the government.			

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

No, the Company does not have a specific preferential procurement policy in place. However, we do implement a thorough screening process to ensure all suppliers meet our standards for quality, reliability, and ethical practices. This process helps us maintain a responsible and diverse supply chain while ensuring that we engage with suppliers who align with our values and requirements.

- b. From which marginalized / vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

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.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare including Preventive Healthcare by training and upskilling of Healthcare related professionals	4100	Not applicable

## Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

### ESSENTIAL INDICATORS

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

The company follows standard procedures for managing and investigating product quality complaints received from diverse sources including customers, regulatory agencies, doctors, distributors, and suppliers. All complaints are promptly investigated by a dedicated team, and appropriate actions are taken to prevent recurrence.

Email ID: [info@themismedicare.com](mailto:info@themismedicare.com)

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

Parameter	As a Percentage of Total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	100% of our products carry information about its responsible and safe usage. We display relevant information on the product labels as per the requirement of national and international regulatory bodies' guidelines for responsible and safe consumption of medicine.
Recycling and / or safe disposal	Nil

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			No consumer complaints were received in any of the reporting period.			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

In the regular course of business, we receive and resolve all our customers queries in a timely manner. Currently, there are no litigations in the respect of the enlisted matters.

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.** No
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.**  
 For FY 2023-24, there were no complaints received for issues pertaining to delivery of essential services, advertising, action taken by regulatory authorities on safety of products / services.
7. **Provide the following information relating to data breaches:**
  - a. **Number of instances of data breaches** Nil
  - b. **Percentage of data breaches involving personally identifiable information of customers** Nil
  - c. **Impact, if any, of the data breaches** Not Applicable

**LEADERSHIP INDICATORS**

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**  
 Information related to our products and services can be found on our website: [www.themismedicare.com](http://www.themismedicare.com)
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**  
 We adhere to relevant regulatory requirements by disclosing information to our stakeholders on the safe and responsible usage of products. The packaging or information label attached to each product informs the consumers about instructions for safe use, composition, effects, and guidance on appropriate storage conditions, among others. We empower our patients towards self-management of their conditions through education, support, technology and training that play a critical role in preventing acute complications and reducing long-term health risks.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**  
 As per the guidelines of National Pharmaceutical Pricing Authority, we disclose discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation.
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)**  
 Yes, we regularly carry our surveys with doctors. This is used for assessment and improvement of processes internally. In case of any disruption / discontinuation of essential services like supply of medicine, we get the status of the product in the market from supply chain team and respond to our customers. When we get queries about product shortage, either our Supply chain customer relations team to the customer or we get the status of the product in the market from supply chain team and respond to the customer accordingly.