



Shilpa Medicare Limited

Corporate & Admin Office:

"Shilpa House", # 12-6-214/A-1, Hyderabad Road,
Raichur – 584 135, Karnataka, India
Tel: +91-8532-238704, Fax: +91-8532-238876
Email: info@vbshilpa.com, Web: www.vbshilpa.com
CIN: L85110KA1987PLC008739

Date: 26 August, 2024

To,

Corporate Relationship Department,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400 001

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block
Bandra Kurla Complex, Bandra (E)
Mumbai-400 051

Stock Code: NSE: SHILPAMED/BSE-530549

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the FY 2023-24

Pursuant to regulation 34(2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed copy of Business Responsibility and Sustainability Report (BRSR) for the FY 2023-24 which forms an integral part of the Annual report for FY 2023-24.

Kindly take the same on record and acknowledge the receipt

Thanking you,

For SHILPA MEDICARE LIMITED

Ritu Tiwary
Company Secretary & Compliance Officer

Annexure-11

Business Responsibility & Sustainability Report (BRSR)



Section A) General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L85110KA1987PLC008739
2	Name of the Listed Entity	SHILPA MEDICARE LIMITED
3	Year of incorporation	1987
4	Registered office address	#12-6-214/A1, Hyderabad Road, Raichur KA 584135 IN
5	Corporate address	#12-6-214/A1, Hyderabad Road, Raichur KA 584135 IN
6	E-mail	cs@vbshilpa.com
7	Telephone	+91- 8532 - 238704
8	Website	https://www.vbshilpa.com/
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11	Paid-up Capital (as on 31 st March 2024)	₹ 8,68,01,898
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ritu Tiwary, Company Secretary & Compliance Officer, Email: cs@vbshilpa.com Contact Number: +91- 8532 - 238704
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this BRSR are on Standalone basis unless otherwise stated
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Pharmaceuticals	Manufacture of formulations	98.30

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Formulations	21001	98
2	Power	21001	2

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	3	2	5
International	0	0	0

19. Markets served by the entity:

A. Number of Locations

Locations	Number
National (No of States including union territories)	24 (21 States and 3 union territories)
International (No of Countries)	64 countries

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

91.15%

c. A brief on types of customers

Our business serves a diverse customer base such as wholesalers, distributors, doctors, pharmacy chains NGOs, hospitals, Pharmacy chains (Jan Aushadhi) pharmaceutical distributors, government institutions, and companies.

IV Employees

20 Details as at the end of Financial year

a. Employees and workers (including disabled)

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	931	911	97.86%	20	2.14%
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	931	911	97.86%	20	2.14%
Workers						
4	Permanent (F)	76	56	73.68%	20	26.31%
5	Other than Permanent (G)	0	0	0	0	0
6	Total (Workers F+G)	76	56	73.68%	20	26.31%

b. Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	1	1	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	1	1	100%	0	0
Differently Abled Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (D+E)	0	0	0	0	0

21 Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers.

Particulars	Turnover Rate – FY 2023-24			Turnover Rate – FY 2022-23			Turnover Rate – FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34.90%	0.75%	35.65%	35%	0.03%	35.03%	33%	0	33%
Permanent Workers	0	0	0	5.31%	0	5.31%	3.64%	0	3.64%

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

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

The details of holding/ subsidiary/ associate companies/ joint ventures are given in Form AOC- 1 as 'Annexure to the Board's Report' which forms a part of the annual report.

VI CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **YES**

(ii) Turnover (₹ in Lakhs) – ₹ **30,978.66**

(iii) Net worth (₹ in Lakhs)- ₹ **214,271.82**

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 link	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NIL	0	0	NIL
Investors	Yes	0	0	NIL	0	0	NIL
(Other than Shareholders)							
Shareholders	Yes	0	0	NIL	0	0	NIL
Employees & Workers	Yes	0	0	NIL	0	0	NIL
Customers	Yes	0	0	NIL	0	0	NIL
Value Chain	Yes	0	0	NIL	0	0	NIL
Partners							
Other (Please specify)	-	-	-	-	-	-	-

Weblink of the policy on grievance handing:- <https://www.vbshilpa.com/policies-and-codes.php>

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

Indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, the rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
1	Water & Waste Management	Risk	Since water is critical for the manufacturing of pharmaceutical products, preparation of reagents and cleaning (e.g. washing and rinsing), inadequate water supply is identified as a significant risk. Additionally, irresponsible waste management may affect water and soil quality, which in turn affects the ecosystem and health of the society at large.	As part of an established risk management framework, we periodically assess water and waste related risks. The key focus areas of our water management strategy include optimising water usage and identifying alternate water sources. We have implemented waste management systems at all our facilities.	Negative

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
2	Research & Development	Opportunity	R&D is essential for green product innovation and ESG performance enhancement of an enterprise. Therefore, strategic investments and public disclosure of R&D initiatives allow stakeholders to gain insight into the organisation's approach and scope of operations.	We have undertaken several initiatives for 'Green Chemistry' including transition from solvent-based to water based reactions, using harmless, greener solvents instead of hazardous ones, enhancing our solvent recovery capabilities and ultimately, improving our processes to maximise resource efficiency. We have initiated Life Cycle Assessments (LCA) for certain products to identify and further reduce our environmental footprint.	Positive
3	Community Engagement	Opportunity	Engaging with communities in which we operate increases trust and fosters harmony, enabling smoother operations.	Shilpa Foundation is the principal channel for the corporate philanthropy undertaken by the Company. The aim is to build resilient solutions that enable underserved communities to improve their livelihood continually. The core areas of intervention are Primary Healthcare, Environmental Sustainability, Rural Development and Education.	Positive
4	Business Ethics / Anti-Bribery & Anti-Corruption / Ethical Governance	Risk	Our commitment to efficient corporate governance helps us create long-term value for all our stakeholders. Our Business and Supplier Code of Conduct incorporates the principles of ethics and integrity (anti-bribery, anti-corruption, anti-money laundering, whistle blowing and so forth) and roles and responsibilities of concerned personnel are defined in accordance to it.	While the Business Code of Conduct applies to all Directors and employees of our Company, subsidiaries and affiliates, our suppliers and service providers have to follow the Supplier Code of Conduct which encompasses the ethics and principles of integrity, transparency and accountability. These principles form a moat around our business, guiding our conduct and decision-making as well as promoting stakeholder trust. We conduct our business adhering to our anti-corruption policies and all applicable laws.	Negative
5	Occupational Health & Safety, Safe & Empowering Workplace	Risk	Accidents at workplace may confer risk to operational efficiency. Additionally, since employees form the backbone of all our operations, it is incumbent upon us to prioritise their health, safety and well-being through a nurturing and secure work environment.	Our Safety, Health and Environment (EHS) policy governs our business facilities and employees through research and operation. Our employees, both permanent workers and contractors are trained on occupational health and safety, specific work-related risks and hazards. We have implemented "Occupational Health & Safety Management System" and "Process Safety Management System" at all our plants. Periodic safety assessments against international standards are conducted to evaluate the effectiveness of current systems to further improve our safety measures.	Negative

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
6	Statutory & Regulatory Compliances	Risk	Our Company strictly abides by guidelines and requirements set by governing bodies, including manufacturing quality standards. Periodic inspections are conducted across all our manufacturing sites, and if the regulatory and quality standards and systems are not found adequate, it could result in observations. This might impact our ability to meet patient demand and generate value for our stakeholders	<p>We are dedicated to delivering quality. We continue to invest time, money and effort into our production and robust quality-testing systems at our developmental and manufacturing facilities to ensure that every product adheres to quality standards and cGMP regulations. Through 'Quality by Design', we ensure quality and use exceptional tools to minimise risks.</p> <p>We leverage information technology to digitise and enhance our quality control processes.</p>	Negative
7	Diversity, Equity & Inclusion	Opportunity	We cultivate a workplace that values diversity and inclusion, across all levels of the organisation (Board, senior, junior and mid-levels). Such a work environment supports the introduction of alternative perspectives, diverse experiences, novel concepts and inventive approaches, facilitating sustainable value creation for our stakeholders in the long run.	<p>We are also working to increase the representation of women across roles and teams, exploring new entry level routes such as apprentice hiring and actively recruiting women.</p> <p>Numerous steps have been undertaken to build a gender-inclusive workplace.</p> <p>The Company has an 'Equal Pay for Equal Work' practice in place, where employees are compensated based on their merit, irrespective of the gender they identify with.</p> <p>We promote non-discrimination and no harassment through established policies and procedures.</p>	Positive
8	Talent Attraction & Retentions	Opportunity	Since the employees form the most important asset for the Company, it is essential to hire and retain skilled talent to enable the organisation to meet its target. This is a difficult challenge to address since the industry is primarily knowledge-driven, technology-based and heavily reliant on individuals well versed with advanced technology.	We use people analytics to track employee performance, identify skill gaps and flight risks to enable retention of skilled employees. By providing long-term upskilling and reskilling opportunities for our workforce and embracing strategic workforce planning for our operations, we not only address structural pay gaps but also foster internal mobility, optimise productivity and staff expenses.	Positive

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
9	Risk Management & Business Continuity	Opportunity	Our complex geopolitical and regulatory environment presents potential challenges to operations, supply chains, market access and overall business performance. These can arise from geopolitical instability, changes in government policies, trade disputes, sanctions and intricate compliance requirements. Through proactive monitoring and strategic adaptation, these risks can be mitigated .	<p>We are focused on identification of key business, operational, strategic, and business continuity risks, which are reviewed periodically by the Risk Management Committee at the Board level.</p> <p>We prioritise a sustainable supply chain for the timely availability of our medicines, and to ensure business continuity in the face of disruptions.</p> <p>We continuously strive to improve our resiliency posture focusing on the ability to provide and maintain an acceptable level of service in the face of any interruption and proactively plan for being prepared to respond to an uncertain situation.</p>	Positive
10	Industry Risk	Risk	Sectoral and market downturns could have potential/ immediate impact on Company performance.	Analysing industry and pharma sectoral trends and periodic horizon scanning, implementation of plans for business continuity can minimise this risk.	Negative
11	Sustainable EHS Work Practices (EHS)	Opportunity	The Company has adopted a culture of sustainability. Our practices focus on energy conservation, emission control, waste management, resource reduction, preventive maintenance, hazard and risk assessment, safe operating procedures, hazard & operability studies.	<p>Improving focus on sustainable energy.</p> <p>Strengthening and promoting awareness across the Company.</p>	Positive
12	Access & Affordability of Medicines	Opportunity	Our purpose "Innovating for Affordable Healthcare" aims to improve accessibility, availability and affordability of life-saving medicines for patients belonging to low and middle-income countries	We aim to achieve health equity and believe that everyone, across the globe, has the right to access affordable and quality medicines. Through our pharmaceuticals products, we consistently work towards enhancing our value proposition and deliver best-in-class solutions to our patients.	Positive

S No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
13	Supply Chain Sustainability	Risk	<p>Our sustainable supply chain addresses the relevant environmental and social aspects of business, which are critical for the timely availability of our supplies and deliveries of our medicines to patients worldwide.</p> <p>Initiatives are undertaken to anticipate, prevent and mitigate any concerns related to EHS, labour & human rights, ethics and quality that may cause supply disruptions.</p>	<p>Our 'Environmental & Social Assessments' ensure uninterrupted supply, supporting our customers and healthcare systems, globally.</p> <p>It is mandatory for our key suppliers to abide by the Supplier Code of Conduct that guides them regarding applicable laws, regulations, policies and procedures as well as behavioural and ethical standards.</p>	Negative
14	Energy & GHG Emissions Management	Opportunity	<p>Our environmental sustainability initiatives encompassing energy conservation and efficiency, the use of renewable energy, , water conservation and waste management has positioned us to convert these environmental aspects to business opportunity.</p> <p>Reduce GHGs by using the renewable fuels.</p> <p>Energy costs reduction by energy (Electrical and Thermal) conservation measures.</p> <p>The Energy conservation measures are taken up continuously.</p> <p>Resource usage reduction, water recycling .</p>	<p>We have reduced GHG emissions significantly from our manufacturing operations and we have announced our commitment to lead the energy transition with a goal to be 100% powered by renewable sources by 2030 and are committed to be a net-zero carbon Company by 2050.</p> <p>Our key levers to reducing GHG emissions include energy productivity improvements, use of renewable fuel and electricity.</p>	Positive
15	Corporate Governance	Opportunity	<p>Business growth with strong focus on ESG compliance requirements from regulators, customers, investors and other relevant stakeholders. Sustainable operations resulting in sustainable growth. ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018 Certifications for continual improvement in EHS and Social performance.</p>	<p>Periodic risk assessments, internal audits and management reviews are conducted to ensure effective implementation of relevant management systems as part of efficient corporate governance.</p>	Positive

SECTION B: Management and Process Disclosures



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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	https://www.vbshilpa.com/policies-and-codes.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company's code of business conduct, ethics and/or other policies imbibe the above-mentioned principles and the Company expects its stakeholders to adhere to the same in all their dealings.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's supplier code of conduct as well as related policy and procedures imbibe the above-mentioned principles and the Company expects its suppliers to adhere to the same in all their dealings.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> Occupational Health & Safety Management System: ISO 45001:2018 Environmental Management System: ISO 14001:2015 Energy Management System: ISO 50001:2018 <p>Our facilities have received accreditations from various regulatory authorities including EUGMP-AGES-Austria, ANVISA, Health Canada, Peru, Argentina, South Africa, COFEPRIS Mexico, TGA -Australia, Ministry of Health-UAE.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NIL								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NIL								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Shilpa Medicare Limited (SML), established in 1987, is an integrated pharma organisation with diverse R&D and manufacturing capabilities, specialising in pharmaceuticals, APIs and formulations. SML provides high-quality, affordable APIs and formulations trusted by customers worldwide.	<p>SML is committed to integrating National Guidelines on Responsible Business Conduct (NGRBC) in the business processes, aligned to its vision of "Innovating for Affordable Healthcare" by formulating and implementing ESG policies, adopting relevant management systems through efficient leadership, compliance, proactive impact assessment, GHG reduction and climate change mitigation, resource conservation, communication, consultation and participation, training, setting objectives and monitoring performance to inculcate an interdependent work culture. We engage with our supply chain partners to understand mutual expectations on sustainability and ESG, while also adopting safer and greener practices, as feasible.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Vishnukant C Bhutada, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes, Mr. Vishnukant C Bhutada, Managing Director								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As a practice, policies of the Company are reviewed periodically or on need basis by the Department heads, business heads and the Directors of the Company.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Quarterly								
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency	No. However, the Environment helath Safety (EHS) & Labour and Human Rights (LHR) related processes including compliances are subject to planned periodic audits by internal auditors and the status of compliance is updated to the Board. EHS & LHR related policies are periodically evaluated and updated by concerned department heads / business heads and approved by the management / the Board committees / the Board.																	

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

Not applicable

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1.

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

Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes	
Board of Directors	3	Familiarisation/ awareness programme for the Board of Directors/ KMPs of the Company is conducted periodically, covering various areas pertaining to business, strategy, risks, operations, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to apprise them of developments in the Company, key regulatory changes, risks, compliances and legal cases	100%	
Key Managerial Personnel	3		100%	
Employees other than BoD and KMPs	8		ESG	100%
Workers	Nil		Nil	Nil

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

A. Monetary					
Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NIL		
Settlement					
Compounding Fee					

B. Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory /Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			NIL	
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are 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, details in brief and if available, a web-link to the policy.

Yes. Shilpa Medicare Limited has an anti-bribery and anti-corruption policy. The policy reiterates that Shilpa does not tolerate any form of bribery and corruption in its operations and is committed to conducting business ethically and in a transparent manner. It has implemented various internal controls such as internal review, conducting audits, regular compliance checks, whistle blower policy etc. to ensure the Company or its employees do not engage in unethical practices. All business partners are also expected to follow the same standard of ethics when conducting business with the Company or on its behalf. You can find the policy through the web link <https://www.vbshilpa.com/policies-and-codes.php>

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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

7. Details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of 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	106	64

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: **NOT APPLICABLE**

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9.27	3.89
	b. Number of dealers / distributors to whom sales are made	164	240
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	44.12	67.23
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)-%	91	75
	b. Sales (Sales to related parties / Total Sales)-%	7	5
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)-%	97	97
	d. Investments (Investments in related parties / Total Investments made)-%	100	100

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	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent workers											
Male	56	0	0	0	0	0	0	0	0	0	0
Female	20	0	0	0	0	0	0	0	0	0	0
Total	76	0	0	0	0	0	0	0	0	0	0
Other than permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the Company	0.27%	0.39%

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

Benefits	FY 2023-24			FY 2022-23		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	93.98%	100%	Yes	96.24%	100%	Yes
Gratuity	93.01%	0	NA	84.31%	0	NA
ESI	7.08%	100%	Yes	7.89%	100%	Yes
Others specify	100%		Yes			

3. Accessibility of workplaces

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

Yes. The Premises/ offices of the Company including the registered and corporate offices have ramps to enable smooth and easy wheelchair movement. Most offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals.

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

The Code of Business Conduct and Ethics (COBE) of the Company provides for an equal opportunity policy to create an inclusive work environment by fostering diversity at the workplace and treating all employees equally, irrespective of gender, age, physical disability, creed, religion, sexual orientation, racial background, pregnancy, place of origin, cast, political affiliation or other discriminatory factors. We encourage and nurture skilled talent in the organisation. The policy available at the Company's website at <https://www.vbshilpa.com/policies-and-codes.php>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
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 Policy provides avenues to report concerns directly to the compliance team. Code of Business Conduct and Ethics link: https://www.vbshilpa.com/policies-and-codes.php
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than permanent Employees	Yes	

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

Category	FY 2023-24			FY 2022-23		
	Total employees /workers in respective category (A)	Total employees/workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male		Nil			Nil	
Female						
Total Permanent Workers						
Male		Nil			Nil	
Female						

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		No. B	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	911	911	100%	911	100%	1015	1015	100%	1015	100%
Female	20	20	100%	20	100%	18	18	100%	18	100%
Total	931	931	100%	911	100%	1033	1033	100%	1033	100%
Workers										
Male	56	56	100%	56	100%	120	120	100%	120	100%
Female	20	20	100%	20	100%	26	26	100%	26	100%
Total	76	76	100%	76	100%	146	146	100%	146	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male	911	911	100%	1015	1015	100%
Female	20	20	100%	18	18	100%
Total	931	931	100%	1033	1033	100%
Workers						
Male	56	56	100%	120	120	100%
Female	20	20	100%	26	26	100%
Total	76	76	100%	146	146	100%

10. Health and safety management system

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

Yes, all the units have implemented ISO 45001:2018 Occupational Health & Safety Management Systems and are certified for the same.

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 work-related hazards are identified, assessed and controlled through 'Hazard Identification & Risk Assessment (HIRA)'. Hazards are also identified through regular safety inspections and controlled through appropriate actions.

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

Yes, our units contain Health Centres, which provides healthcare services for both occupational and non-occupational medical needs.

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

Yes, our units contain Health Centres, which provides healthcare services for both occupational and non-occupational medical needs.

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	0	0
	Workers	0	2.48
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

The Company is committed to achieving the target of "Zero work-related injury and ill-health". To achieve this, the Company has implemented occupational health and safety (OHS) policy and procedures like OHS risk assessment, change management, personal protective equipment, pre-startup safety reviews, safe work permit, unsafe practice reporting, incident reporting & investigation, mechanical integrity, hazardous area classification, emergency preparedness and response as well as training on these procedures. Effective implementation of these procedures is crucial to improve workplace safety and wellbeing of everyone involved in the business and surrounding communities. The Company focuses on proactive risk assessment and emergency preparedness through communication, consultation and participation, training, safe work culture development for OHS.

The Company actively monitors the OHS practices and reports the same in the form of dashboard, which focuses on status of PPE adherence, unsafe practices, work related Injuries, work related illnesses, OHS incidents, near misses, fire incidents, environmental hazards, site safety observations, work permits, emergency/fire drills, management of change issued, toolbox talks and trainings conducted and site periphery rounds etc.

The Company proactively identifies hazards, assesses risk and takes appropriate risk control measures for prevention and mitigation of identified hazards to its activities. The Company practices Good Industrial Hygiene protocols, uses containment equipment for handling of the potent molecules, local dust extraction system connected to pulsejet bag filters and equipment wash areas connected to the local exhaust systems.

The Company has incorporated a Business Continuity Plan and On-Site Emergency Plan, approved by the Department of Factories for all its units. These plans are rehearsed periodically for ensuring preparedness to handle emergency and business continuity concerns

13. Number of complaints made by employees and workers

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions Health & Safety		0			0	

14. Assessments for the year

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (third party as part of ISO 14001: 2015 and ISO 45001:2018 surveillance audits)
Working Conditions	

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.

Safety related incidents are reported and investigated by competent employees following root cause analysis (RCA) method to find out the root cause(s) for such incidents. CAPAs are proposed based RCA findings, which are implemented, monitored and periodically reviewed for effectiveness.

PRINCIPLE 4. Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators:

1. Describe the Process for identifying key stakeholder groups of the entity

The Company has implemented a procedure to determine, report and manage material topics related to sustainability and ESG applicable for all units of the Company including its supply chain. The Company identifies key stakeholders across its activities to engage with them and establish business relationships. The Company draws a list of individuals and groups whose interests are affected or could be affected by its activities. Potential stakeholders for the Company are relevant government agencies, employees/other workers, local communities, suppliers, business partners, consumers, customers, shareholders/other investors, etc. When identifying its stakeholders, the Company ensures that identified stakeholders do not have a direct relationship with it (workers in the supply chain or local communities that live at a distance from its facilities), those who are unable to articulate their views (future generations). By following this process, the Company identifies key stakeholders whose views should be considered while determining the material topics, which are reviewed and updated once a year

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & regulatory authorities	No	Our interactions with authorities take place through emails, meetings, submissions, etc. as required.	Frequent and need based	Regarding regulatory permits/licences, query response submissions, compliance submissions, clarification on guidelines and advice on technical/regulatory policies, regular correspondence, meetings, marketing related submissions, follow ups, discussions, submissions for regulatory approvals/permissions, post approval variation submissions/ fee payments, scientific advice, etc.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ol style="list-style-type: none"> 1. Formal induction at the time of joining, 2. Town shall meetings, 3. Communication from senior management, 4. Communication through Emails 5. safety committee meetings, canteen committee meetings, 6. feedback, suggestion box, toolbox meetings, 7. celebrations of Independence Day, Republic Day, Safety Week, World Environment Day, 8. review meetings, notice boards, 9. reward and recognition programmes, spot award programmes, cultural programmes, sports meet, 10. trainings, get-togethers, appreciation meetings, daily, monthly review meetings, exit suggestions in sealed covers, risk assessment activities, HIRA, EAIA, Hazop, HAC, etc. 	Frequent and need based	Employee engagement, operational efficiencies, improvement opportunities, long-term strategy plans, on job and classroom training and awareness on safety/ behavioural safety, motivation, personality development; innovations, sharing of knowledge, learning, performance, training and career development reviews, seeking feedback on work culture, building a safe, diverse and inclusive work environment, providing employees with adequate training and development for career progression, ensuring employees are aligned with organisational values and code of conduct, addressing employee grievances, adopting health and safety practices in the organisation.
Contract Workforce	No	Through trainings, toolbox talks and celebrations like environment day, safety day, fire safety day, etc.	Frequent	To create awareness on health, safety and environment related policies and practices. To engage them in consultation.
Suppliers & Partners	No	on site meetings, Virtual meetings, business partner meet , supplier forums, partner events, calls, email, website.	Annual and need based	Making a holistic impact on the health of patients worldwide requires us to work with suppliers and partners across the healthcare value chain. We emphasise fair, transparent, and ethical practices and identify partners who share the same commitment towards compliance with laws, regulations, published standards and environmental practices. Ensuring business ethics and alignment with organisational values. Integration of ESG aspects into supplier operations while ensuring quality .

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Trade fairs (national and international), customer meetings, customer site visits, customer audits for ESG, BD Team interactions with customers, virtual meetings with customers, calls, e-mails, website, customer feedback forms.	Frequent	Ensuring customer satisfaction, resolving customer grievances, ensuring regular supply of products, keeping customers informed about new products, participating in bids/tenders, confirming compliance with customer audit CAPAs, recognising and addressing customer expectations on ESG and sustainability, addressing customer needs, audits and compliance to audit points, climate change disclosures, ESG compliance, life cycle assessment.
Community	No	Our engagement with the community includes physical visits, digital channels, CSR activities.	Frequent and need based	Our corporate social responsibility and employee volunteering programmes target education, skilling, livelihood, health and environmental sustainability through partners and local NGOs. Understanding the social/developmental challenges of the communities. Developing sustainable ecosystems for our communities. Ensuring community growth and development with regards to employment, education, healthcare, etc.
Academia	No	Meetings, campus events and on-site visits.	Need based	Transfer of knowledge through engagement with students and universities. Recruitment and hiring of freshers.
Civil Society Institutions	No	Pamphlets / community meetings.	Need based	Engagement through: a) Building awareness towards health services. b) Sensitisation workshops on preventive health. c) Capacity building on relevant topics in health / education.
Shareholders & Investors	No	Calls/in person meetings (one on one/group), annual general meeting, press releases, website, annual report, investor presentations, shareholder meets, BRSR report, communication of financial results through emails, media and news, stock exchange intimations and investor presentations. We also provide various updates on our website and other sites of engagement.	Frequent and need based	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any), ensure transparency and accountability. The key areas of engagement include update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our ESG goals/actions and material events which may have a positive or negative impact on the performance of the Company.

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)	Number of employees and workers covered (B)	% (B/A)	Total C	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	931	931	100%	1033	1033	100%
Other than Permanent						
Total Employees	931	931	100%	1033	1033	100%
Workers						
Permanent	76	76	100%	146	146	100%
Other than permanent						
Total Workers	76	76	100%	146	146	100%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No. B	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	911	0	0	911	100%	1015	0	0	1015	100%
Female	20	0	0	20	100%	18	0	0	18	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	56	0	0	56	100%	120	0	0	120	100%
Female	20	0	0	20	100%	26	0	0	26	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

- a. The details are provided below:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors	6	30 Lakhs	1	18 lakhs
Key Managerial Personal	1	147.28 lakhs	1	48.6 lakhs
Employees other than BoD and KMP	908	5.59 lakhs	19	4.30 lakhs
Workers	56	1.04 Lakhs	20	0.265 Lakhs

- 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	3.15%	2.76%

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

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

The Company has enforced various policies to protect human rights and any grievance is escalated to the HR team, which is responsible for implementing these. The HR team takes appropriate measures to redress such grievances, ensuring a fair outcome.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human right related issues	0	0	0	0	0	0

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		NIL
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

We have a zero-tolerance policy towards all forms of discrimination, including sexual discrimination. We maintain a workplace where everyone is treated with respect and dignity. We actively encourage employees, contractors, and suppliers to report any instances of discrimination they witness. All reports are addressed promptly and effectively, ensuring that appropriate action is taken to prevent future occurrences.

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

Yes

10. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	
Forced/Involuntary Labour	
Sexual harassment	
Discrimination at workplace	100%
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

During the assessment, no significant risks/concerns identified

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 (GJ)	FY 2022-23 (GJ)
From renewable sources		
Total electricity consumption (A)	6540.51	-
Total fuel consumption (B)	32143.89	35482.81
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	38684	35482.81
From non-renewable sources		
Total electricity consumption (D)	55580.73	64499.98
Total fuel consumption (E)	3785.73	4115.79
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	59366.46	68651.77
Total energy consumed (A+B+C+D+E+F)	98050.86	104098.58
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00	0.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
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.

No

2. Does the entity have any Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)

No

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

Parameter	FY 2023-24	FY 2022-23
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	-	-
(ii) Ground water	9257.00	14660.00
(iii) Third party water	34136.40	39654.60
(iv) Seawater / desalinated water	-	-
(v) Others	8160.30	7434.21
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	51553.70	61748.81
Total volume of water consumption (in kiloliters)	51553.70	61748.81
Water intensity per Lac₹ of turnover (Water consumed / turnover)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
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)

No

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) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	11472.08	11260.00
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	11472.08	11260.00

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

No

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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge (ZLD) at Units 3 and 6 in Dabaspet, Karnataka. Unit 4 and 7, located in Jadcherla and Nacharam, Telangana, respectively, employ a pre-treatment process, sending their wastewater to a CETP for further treatment.

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	MT/A	3,819	4,195
SOx	MT/A	2,089	2,292
Particulate Matter	MT/A	3,450	3,985
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	MT/A	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify (HCl mist)	MT/A	-	-

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

Yes, the air emission monitoring has been conducted by the MoEF&CC approved laboratory having accreditation from the National Accreditation Board for Testing and Calibration Laboratories

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3690.31	1523.28
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	20389.90	14691.66
Total Scope 1 and Scope 2 emissions per Lac₹ of turnover	TCO ₂ e/₹	0.00	0.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity per Bn Doses of (Finished Products)			

Note: Indicate if any Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) if yes, then provide details

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

Yes. In line with our goal of becoming 'Carbon Neutral by 2030', we are working towards improving our energy conservation, energy efficiency, expanding the use of renewable energy and biofuels across operational locations. To achieve this, we are implementing several projects to enhance the proportion of renewable energy resources (electricity and biofuels) in our overall energy mix, while simultaneously reducing greenhouse gas (GHG) emissions.

The Company consciously sources its energy from renewable fuel and electricity resources to reduce its carbon footprint and monitors the consumption regularly.

Project implemented for use of renewable fuel and electricity has resulted in a 61% of our total consumption coming from renewable energy sources during FY24. Our use of renewable energy has led to a substantial reduction of 7980.87 tons of CO₂ equivalent (tCO₂e) in greenhouse gas emissions.

9. Details of waste generated, re-cycled re-used and disposed off.

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.73	0.67
E-waste (B)	-	-
Bio-medical waste (C)	10.11	5.45
Construction and demolition waste (D)	-	-
Battery waste (E)	0.31	49.00
Radioactive waste (F)	-	-
Other Hazardous waste (G)	24.10	24.32
Other Non-hazardous waste generated (H) (Break-up by composition i.e., by materials relevant to the sector)	54.35	11.9
Total (A+B+C+D+E+F+G+H)	90.59	91.34
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i. Re-cycled	54.38	61.51
ii. Re-used	3.67	0
iii. Other recovery operations	0	0
Total	58.05	61.51
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i. Incineration	23.03	9.77
ii. Landfilling	0.36	9.03
iii. Other disposal operations	40.87	-
Total	64.27	18.80

Note: Indicate if any Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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.

At SML we strive to minimise the volume of waste generated. The Company implements low-waste technologies and work practices, optimises manufacturing processes and uses high-quality raw materials to reduce waste. These initiatives have resulted in consistent reduction in volume of waste generated.

SML currently generates 12 types of solid and liquid wastes. This waste can be categorised into two main groups: disposable hazardous waste (3 types) and recyclable hazardous and other wastes (9 types). To ensure responsible waste management, we maintain a segregation process at the point of generation, followed by collection and storage in designated areas that are well-ventilated and environmentally safe.

During FY23-24, about 60.43% of waste was reused, recycled or recovered. This encompasses plastic, paper, metal, glass, civil debris, e-waste, battery waste, used oil, canteen waste, boiler ash, select process residues and recovered solvents. The remaining waste is disposed of through authorised agencies, ensuring environmentally safe and regulatory-compliant processes.

SML regularly assesses the ecological effect of its generated wastes and explores innovative methods for recycling, reuse, recovery and disposal as well as safe storage and transportation of wastes.

11. if the entity has operations/offices if any 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.
			Not applicable

12. Details of environmental impact assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

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					

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

Yes

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.

5

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

S No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	Raichur Chamber of Commerce & Industry	State
2	Pharmexcil, Hyderabad	National
3	Raichur Chemical Manufacturers Association	State
4	Federation of Karnataka Chambers of Commerce & Industry	State
5	Export Promotion Council for EOU and SEZ	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 regular authorities. -

NIL

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.-

The Company conducts internal monitoring and identifies the outcome and impact. The details of the assessments are further shared during the CSR meetings

During the year ended 2023 there are no new projects/ capacity expansion of existing projects which require clearance of social impact assessment.

2. provide information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following format.

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23
NIL						

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

Most of the activities are carried out in discussion and agreement with the community members. In case of any grievances, the community leaders can reach out to the Company's point of contact (POC) at each of the units. The POC is directly and easily accessible to the community to address any concerns that may arise. Depending on the nature of complaint, relevant stakeholders are engaged to resolve any issue

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	35%	11%

Particulars	FY 2023-24		FY 2022-23	
	Local	non-Local	Local	non-Local
Sourced directly from within the district and neighbouring districts	48%	52%	41%	59%

PRINCIPLE 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators:

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

We have a Standard Operating Procedure (SOP) in place to handle consumer complaints and feedback. Upon receiving the complains via email, we conduct a thorough investigation before responding. Each complaint is logged in, evaluated and investigated from the following perspectives: (i) Quality , (ii) Safety or (iii) both . The complaint is formally closed after investigation is completed and appropriate regulatory action has been taken.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	100%. There are social parameters relevant to the responsible, safe and prescribed usage of the product
Safe and responsible usage	100 % all the products have usage / directions mentioned on leaflets/ packaging
Recycling and/or safe disposal	-

3. Number of consumer complaints in respect of the following

Particulars	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

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

Yes, Company has a privacy policy for all its legal entities and business. This can be accessed on our website.

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.

We take proactive steps, in case any issue arises pertaining to any one of these categories.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	NIL
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NIL