



September 6, 2024

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400 001

Scrip Code: 532531

The National Stock Exchange of India Limited

Exchange Plaza, Bandra-Kurla Complex,
Bandra (E), Mumbai – 400 051

Scrip Code: STAR

Dear Madam/ Sir,

Sub: Submission of Business Responsibility & Sustainability Report for FY24

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2024.

This is for your information and records.

Thanks & Regards,
For **Strides Pharma Science Limited**,

Manjula Ramamurthy
Company Secretary
ICSI Membership No.: A30515



Encl. As above

Strides Pharma Science Limited

CIN: L24230MH1990PLC057062

Corp Off: Strides House, Bilekahalli, Bannerghatta Road, Bengaluru - 560 076, India | Tel: +91 80 6784 0000 Fax: +91 80 6784 0700

Regd Off: 201, Devavrata, Sector 17, Vashi, Navi Mumbai – 400 703, India | Tel: +91 22 2789 2924 / 3199 Fax: +91 22 2789 2942

corpcomm@strides.com, www.strides.com

Business Responsibility and Sustainability Report

FY 2023 – 24

Section A: General Disclosures

Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L24230MH1990PLC057062
2.	Name of the Listed Entity	Strides Pharma Science Limited (“Strides” / “Company”)
3.	Year of Incorporation	1990
4.	Registered Office Address	201, Devavrata, Sector 17, Vashi, Navi Mumbai – 400 703
5.	Corporate Office Address	Strides House, Bilekahalli, Bannerghatta Road, Bangalore – 560 076
6.	E-mail	investors@strides.com
7.	Telephone	+91 80 6784 0290
8.	Website	www.strides.com
9.	Financial Year for which report is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> The National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital (₹)	91,91,67,140
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BSR report	Mr. Badree Komandur Executive Director – Finance & Group CFO Ph: +91 80 6784 0347 Email: investors@strides.com
13.	Reporting Boundary (Standalone or Consolidated basis)	<p>Financial disclosures – For Strides, on a standalone basis</p> <p>Other disclosures - For Strides and two of its Wholly owned Subsidiaries based in India, i.e., Arco Lab Private Limited (“Arcolab”) and Strides Alathur Private Limited (formerly Vivimed Life Sciences Private Limited) (“Strides Alathur”)</p>
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical, and botanical products	100%

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

S. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Manufacturing	21002	100%

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

Location	Number of plants	Number of offices	Total
National	5 <ul style="list-style-type: none"> Bangalore, Karnataka: 2 facilities & 1 R&D Centre Puducherry: 1 facility Alathur, Tamil Nadu: 1 facility* 	2 <ul style="list-style-type: none"> Registered office at Navi Mumbai, Maharashtra Corporate office at Bangalore, Karnataka 	7
International**	3 <ul style="list-style-type: none"> USA- 1 facility Italy- 1 facility Kenya- 1 facility^ 	8 US UK Singapore South Africa Italy Canada Switzerland Kenya^	11

*: Held by Strides Alathur Private Limited, a Wholly owned Subsidiary of the Company

**: Plants and offices are of step-down subsidiaries

^: Universal Corporation Limited was a subsidiary of Strides up to September 30, 2022. Effective September 30, 2022, it is an Associate Company of Strides.

19. Markets Served by the Entity:

a. Number of Locations:

Locations	Number
National (No. of States)	0*
International (No. of Countries)	104

*The Company doesn't market products in India

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

94.66%, on a standalone basis ("Total turnover" considered for the calculation includes other income)

c. A brief on types of Customers

Strides' customers include wholesalers, large pharmacy chains, global donor-funded institutions, regional government bodies through MOH/Govt tender and large pharmaceutical companies.

Employees:
20. Details as at the end of Financial Year 2023-24

a. Employees and Workers

S. No.	Particulars	Employees (including differently abled)				
		Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	2,011	1,537	76%	474	24%
2.	Other than Permanent Employees	353	265	75%	88	25%
3.	Total Employees (1+2)	2,364	1,802	76%	562	24%

Note:

"Permanent Employee" includes all permanent employees on rolls of the Company and two of its Wholly owned Subsidiaries in India, viz., Arcolab and Strides Alathur

"Other than Permanent Employee" includes all individuals hired through third party vendors

Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Workers	1,054	978	93%	76	7%
2.	Other than Permanent Workers	1,790	1,063	59%	727	41%
3.	Total Workers (4+5)	2,844	2,041	72%	803	28%

Note

“Permanent Worker” includes all operators on the rolls of the Company and two of its wholly owned subsidiaries, in India, viz., Arcolab and Vivimed.

“Other than Permanent Worker” includes those workers who are hired for contingent work and those who provide ancillary services; these workers are deployed in the Company through third party vendors.

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Differently Abled Employees						
1.	Permanent Employees	2,011	2	0.10%	0	0.0%
2.	Other than Permanent Employees	353	0	0.0%	0	0.0%
3.	Total Employees (1+2)	2,364	2	0.08%	0	0.0%

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Differently Abled Workers						
4.	Permanent Workers	1,054	0	0.00%	0	0.0%
5.	Other than Permanent Workers	1,790	0	0.00%	0	0.0%
3.	Total Workers (4+5)	2,844	0	0.00%	0	0.0%

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	7	1	14.26
Key Management Personnel	3*	1	33%

*2 out of 3 Key Managerial Personnel are also part of the Board of Directors of the Company

22. Turnover rate for permanent employees and workers:

	FY 2023-24			FY 2022-23			FY 2021- 22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	4%	19%	28%	7%	35%	18%	5%	23%
Permanent Workers	1%	0%	1%	1%	0.1%	1%	1%	0.1%	1%

Note: Percentage calculated is on “Total Permanent Employees” and “Total Permanent Workers” for respective heads

Holding, Subsidiary and Associate Companies (including joint ventures):
23. Names of holding/ subsidiary/ associate companies/ joint ventures

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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The details of the holding/ subsidiary/ associate/ joint venture companies are provided in Form No AOC-1, which is an annexure to the Board’s Report. Refer page 85 of the annual report.

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

Applicable for Strides. Details of CSR activities undertaken are provided as an Annexure to the Board's Report. Refer page 94 of the annual report.

(ii) Turnover (in ₹ Million)

21,532.58 (on a standalone basis)

(iii) Net Worth (in ₹ Million)

31,018.29 (on a standalone basis)

Transparency and Disclosures Compliances:
25. Complaints/ Grievances on any of the principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N)	Financial Year 2023-24			Financial Year 2022-23		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities*		-	-	No complaints	-	-	No complaints
Investors (Other than shareholders)		-	-	No complaints	-	-	No complaints
Shareholders	Yes	16	0	-	36	0	-
Employees and Workers	Yes	4	0	-	20	4	- 19 identified Complaints related to Health & Safety and Working Condition. - 1 complaint related to sexual harassment. 4 Open complaints pertain to working conditions, resolution of which are under progress as at the date of this report.
Customers	Yes	276	25	-	254	4	Complaints are being tracked as per SOP. Average closure time for a complaint is 60 days.
Value Chain Partners	Yes	0	0	-	0	0	-

* The Company's CSR team proactively engages with concerned stakeholders/ panchayat members and initiate action, as and when necessitated and seeks their feedback on the services provided, to ensure that their needs are met. Also, at the Arogyadhama Advisory Committee consisting of Panchayat members, all related issues are deliberated and resolved, thereby building trust and credibility with the beneficiary community.

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

Strides undertook its first Materiality Assessment in FY 2023-24 to determine ESG issues most critical to the Company's operations. This assessment was conducted in consultation with a number of Company's key stakeholders. As a result of the assessment, material topics were organized under 7 themes. The most important issues under these themes are described below:

#.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
1.	Training and Development	Opportunity	<p>Strides has strategically integrated training and development to nurture the growth of individual employees while advancing broader organizational objectives. The Company monitors it under "People" related inherent risks which are generally mitigated through robust training & development programs, amongst other actions. The Company's investment in comprehensive L&D programs has had numerous potential benefits, some of which have already been realised. These include contributing to employee satisfaction and retention, attracting top talent as prospective employees, and boosting innovation throughout the organization through empowering employees with new skills and knowledge. Adaptability is crucial in the evolving pharmaceutical landscape and learning and development (L&D) helps businesses remain ahead of changes in the market, in technology, and in new health-related issues.</p> <p>From an ethical standpoint, effective L&D also educates employees on ethical guidelines, safety protocols and regulatory requirements.</p>	Not applicable	<p>Positive: There are a number of financial benefits that a strong learning and development (L&D) program can bring about; better decision-making, lower turnover costs, increased employee performance, effective sales and marketing, and cost savings through process optimization are a few of these.</p> <p>Companies may increase productivity, innovation, and competitive advantage by investing in the growth of their workforce, which will ultimately boost their bottom line.</p>
2.	Product Quality and Safety	Risk	<p>Strides recognizes that Product Quality and Safety is a critical material issue for the Pharmaceutical industry and inadequate systems and processes to patient and safety, which in turn could pose significant risk to the Company. These risks include damage to brand value, increased compliance costs, large-scale product recalls, supply chain vulnerabilities, Prioritizing safety, quality, and transparency is essential for maintaining the Company's reputation and stakeholder's trust.</p>	<p>Some of the steps taken by Strides to mitigate risks associated with product quality and safety are as follows:</p> <ul style="list-style-type: none"> - End-to-end digitization of the quality review process - Leveraging robotics and automation for quality assurance <p>Quality Culture Initiative:</p> <ul style="list-style-type: none"> - Program to engage employees to understand key quality parameters and improve on existing practices - Third party quality assessments conducted at manufacturing facilities 	<p>Negative: Low-quality products can adversely impact patient safety and cause reputational harm. It can also impact Strides financially through costs incurred due to legal fees, lost sales etc. Disruptions to the supply chain, higher manufacturing costs, and fines from regulatory agencies all make the financial consequences worse. Other issues are insurance costs, concerns about market worth, and litigation expenses. Setting quality first culture improves investor confidence and long-term viability. The stability and prosperity of a pharmaceutical company depend on addressing these risks.</p>

#.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
3.	Water Management	Risk and Opportunity	<p>Risk: In the pharmaceutical industry, a stable water source is essential to carry out processes like drug manufacturing, cooling, and sanitation. This dependence on water paired with strict regulatory pressure and water scarcity in areas of operation makes water management critical to Strides' business.</p> <p>Opportunity: Adoption of water management practices present a number of opportunities for Strides. Investments in efficient water management technologies can help reduce costs while enhancing operational efficiency. Rainwater harvesting, water re-use, and recycling and other similar approaches could also help reduce the Company's dependence on external water sources.</p>	<p>Recognizing the importance of using water resources judiciously, Strides has taken a number of steps to mitigate risks associated with water management:</p> <ul style="list-style-type: none"> - 3 manufacturing sites are Zero Liquid Discharge - Strides provides tertiary treatment to its effluents, and the recycled water is used for gardening 	<p>Positive: Adoption of effective water management practices can help reduce consumption of water and reduction in the associated costs.</p> <p>Negative: Stringent environmental regulations in India make it important to manage water resources in a responsible manner. Failure to do so could attract fines and penalties and have adverse environment impact in the surrounding areas and/ or communities.</p>
4.	Digital Transformation and Technology		<p>Risk: If digital technologies are adopted without adequate safeguards, companies will be exposed to cybersecurity risks and potential privacy breaches. This can result in the loss of sensitive patient information and proprietary data.</p> <p>Opportunity: Digital transformation offers a number of opportunities for Pharma companies, including the enhancement of operational efficiency, increased drug traceability and monitoring of compliance requirements. By leveraging the latest technologies like blockchain and AI, Company's quality assurance and control mechanisms and transparency can be improved and strengthened</p>	<p>Strides has taken the following steps to transform its business by embracing digital technology:</p> <ul style="list-style-type: none"> - Path2Digital: Flagship program aimed at delivering efficiency gains and cost reductions across departments. - Manufacturing excellence: Strides has leveraged cutting edge technologies like Manufacturing Excellence System (MES) and Electronic Batch Manufacturing Records (EBMR) to optimize manufacturing processes. 	<p>Negative: Risks such as data breaches and cybersecurity threats, can lead to significant financial losses through legal penalties, remediation costs, and operational disruptions. Additionally, these risks can damage Company's reputation, resulting in lost revenue, decreased investor confidence, amongst others</p> <p>Positive: Digital transformation can lead to substantial cost savings and increased efficiency through automation, improved data analytics, and streamlined supply chain management. Additionally, it could potentially facilitate faster drug development and market entry, enhancing revenue growth and competitive advantage.</p>

#.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the Risk or the Opportunity
5.	Responsible Supply Chain	Risk	The pharmaceutical industry relies heavily on its supply chain for raw materials and the potential for disruptions and ethical breaches of supply chains can severely impact companies' operations and reputation. In such a complex, heavily regulated industry, any lapses in the supply chain (delay in deliveries, sub-standard materials) can lead to consequences like product recalls, regulatory fines/ penalties and the endangerment of patient health.	<p>Strides has taken the following steps to de-risk its supply chain:</p> <ul style="list-style-type: none"> - Development of a Supplier Code of Conduct detailing the Company's expectation from suppliers, both from a material quality and an ESG standpoint. - In order to ensure the high quality of products and to guarantee the safety of patients, Strides conducts periodic supply chain audits to ensure that the materials being procured are of the highest quality. - During the development of the Company's Business Continuity Plan, Strides' critical suppliers were assessed on a number of parameters like policies and procedures, contingencies and operations. 	Negative: A pharmaceutical company's supply chain disruptions can have a major financial impact, including higher costs from emergency sourcing, production delays, and possible fines from regulatory agencies for non-compliance. These disruptions may also lead to lower consumer confidence and lost income from lost market opportunities, which could harm the Company's reputation and market share over time.

Section B: Management and Process Disclosures

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	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
b. Has the policy been approved by the Board?	The policies/ procedures are approved by the functional heads, and few of them have been approved/ ratified/ adopted by the Board/ Board Committees, as required.								
c. Web Link of the policies, if available	Few of the policies are available on the website of the Company – www.strides.com Some of them are available on the Intranet portal of the Company, which is accessible only to the employees.								
2. Whether the entity has translated the policy into procedures?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	The Company has a "Vendor code of conduct," which vendors are expected to adhere to. Weblink of the policy - Strides Vendor Code of conduct.pdf								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Strides Pharma Science Limited, India</p> <ul style="list-style-type: none"> ▪ KRSG - ISO 14001:2015 & ISO 45001:2018; ▪ Puducherry & Chandapura – ISO 14001:2015 ▪ R&D – ISO 14001:2015 systems being adopted ▪ Strides is also a signatory to the United Nations Global Compact <p>Strides Alathur Private Limited, India (WoS of Strides)</p> <ul style="list-style-type: none"> ▪ ISO 14001:2015 systems being adopted <p>Arco Lab Private Limited, India (WoS of Strides)</p> <ul style="list-style-type: none"> ▪ ISO 27001 certified 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Strides is currently in the process of formalizing its ESG strategy, which will culminate in the publishing of the Company's first Sustainability Report before end of 2024. The Company's ESG-related commitments, goals and targets will be disclosed in this report.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	As Strides is in the process of formalizing its ESG strategy and setting associated goals and targets, their progress will be reported from FY 25.								

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements - Please refer to "Chairperson's Statement" in page number 18 of the annual report. Further details are also explained in "CFO's review" and "ESG page" in page number 22 and 41 of the annual report respectively.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)

Name: Mr. Arun Kumar

Designation: Executive Chairperson and Managing Director

Email: investors@strides.com

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?

Yes, Risk Management Committee (RMC) of the Company, under guidance of the Board of Directors is responsible to periodically review Environmental, Social and Governance (ESG) initiatives and reporting of the Company.

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	Policies and procedures are periodically reviewed by the Board/ Board Committees/ Heads, as and when applicable.																
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance with statutory requirements is reviewed by the Executive Directors of the Company on periodic basis.									Annually Periodically								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	During FY 2023-24, the Company underwent an independent assessment by EcoVadis.								

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business									
The entity is not at a stage where it is able to formulate and implement the policies on specified principles									
The entity does not have the financial or human and technical resources available for the task									Not Applicable
It is planned to be done in the next financial year									
Any Other Reason (please specify)									

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 FY 2023-24:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors of Strides	5	Awareness programmes for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.	100%
Key Managerial Personnel of Strides	5	Awareness programmes for members of the Board of Directors and KMPs of the Company are conducted on a periodic basis where updates are provided on various topics including developments in the Company, risks, compliance & governance matters, fiduciary duties of a director and their responsibility towards stakeholders, amongst others. Essence of the programme also covers importance of the principles in making decisions that benefit the organisation and society at large, thereby stressing importance of regularly reporting on Company's progress in these areas to ensure continuous improvement.	100%
Employees other than BoD and KMPs	119	Training on Code of Conduct and Environment, Health and Safety (EHS) awareness sessions.	82%
Workers	119		98%

Note - During quarterly meetings, Board Members also meet with business heads and functional heads of the Company. In these meetings, comprehensive presentations are made on aspects such as business models/ strategies, recent trends in pharma industry, and regulatory regime impacting the Company. This also facilitates Board Members to provide their inputs and suggestions on the above matters directly to the business and functional heads. Similar practice is followed in the material subsidiaries of the Company as well.

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 FY 2023-24

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Monetary		Brief of Case	Has an appeal been preferred?
		Amount (in ₹.)			
Penalty/ Fine Settlement Compounding Fee		Nil			
NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Non-Monetary		Brief of Case	Has an appeal been preferred?
		Amount (in ₹.)			
Imprisonment Punishment		Nil			

3. Of the instances disclosed in Question 2, above detail 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	Nil

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

Yes, the policy is available on our website at https://strides.com/pdf/sustainability/Strides_AntiBriberyanticorruptionpolicy.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:

Particulars	FY2023-24	FY2022-23
Directors		
Key Managerial Personnel (KMPs)	None	None
Employees		
Workers		

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

Particulars	FY 23		FY 22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None		None	

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.

Nil

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured

	FY2023-24	FY2022-23
Number of days of accounts payables	2.69	2.29

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

Parameters	Metrics	FY2023-24	FY2022-23
a. 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	-	-
b. Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-

Parameters	Metrics	FY2023-24	FY2022-23
c. Share of RPTs in:	a. Purchases (Purchases with related parties / Total Purchases)	16.04%	23.06%
	b. Sales (Sales to related parties / Total Sales)	78.88%	72.98%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	41.25%	36.20%
	d. Investments (Investments in related parties / Total Investments made)	99.74%	100%

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during FY 2023-24:

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company is currently in the process of streamlining awareness programs for its value chain partners. Further, the Company plans to conduct Supplier Capacity Building Workshops on ESG-related topics (which also align with NGRBC Principles) in the coming year.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes, the Company's "Code of Conduct" and "Policy for governance of Related Party Transactions", as available in the Company's website are applicable to the Board Members.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	Spent focused on improving the environmental and/ or social impacts of products and processes
Capex	9.77%	5.58%	Spent focused on specific technologies to improve the environmental and social impacts of product and processes

2. Does the entity have procedures in place for sustainable sourcing? If "Yes", what percentage of inputs were sourced sustainably?

Strides' Vendor Code of Conduct reflects the Company's commitment to sustainable sourcing. The Policy, which all suppliers and business partners are required to adhere to details the expectations of the Company from suppliers with respect to issues like Human Rights, Environmental Sustainability and Health and Safety.

Strides plans to undertake comprehensive assessments for its suppliers on ESG parameters in the coming year and will be able to report on a 'percentage' of inputs sustainably sourced following this exercise.

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)** Plastic waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.
 - (b) **E- Waste** E-waste is segregated and sent to authorized recyclers approved by the respective State Pollution Control Board.
 - (c) **Hazardous Waste** Hazardous waste is collected, segregated, and disposed of through the authorized incinerating agency approved by the respective State Pollution Control Board.
 - (d) **Other Waste** Wood waste and metal waste have separate storage facilities and are sent to authorized vendor of each site for reuse.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?
 - If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
 - If "Not", provide steps taken to address the same.
 - All company sites comply with respective State Pollution Control Board and Plastic Waste Management Rules 2016 and EPR applicability is in line with the regulatory/ authority guidelines;
 - Waste collection responsibility of products supplied to pharmacies and customers (end user) lies with pharmacy operators and end users to collect, store and dispose complying to applicable local laws of the respective jurisdiction;
 - Rejected finished goods from the markets are taken back by Strides and disposed as per applicable local laws of the respective jurisdiction;
 - Expired goods available with our distributors are disposed as per applicable local laws of the respective jurisdiction

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products?

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 web-link
Strides is committed to Sustainability and minimizing its impact on the environment. Accordingly, Strides has a plan to conduct a formal Life Cycle Assessment for few identified products and the outcome will be shared in future reporting(s).					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
As explained in Question 1 above		

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	
	Financial Year 2023-24	Financial Year 2022-23
	0	0

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

	Financial Year 2023-24			Financial Year 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Strides is a 100% Export Oriented Unit (EOU) as per Foreign Trade Policy (FTP) of Government of India and once its pharmaceutical products are distributed and reach the market, it is subject to strict regulations, quality checks, and safety control measures. Reclaiming the products or its packaging, at the end of life involves high degree supply chain complexities. Therefore, reclaiming of products is not applicable to Strides' business operations.					
E-waste						
Hazardous waste						
Paper						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	0%

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 for FY 2023-24

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,537	1,537	100%	1,537	100%	0	0%	1,537	100%	0	0.0%
Female	474	474	100%	474	100%	474	100%	0	0	4	0.8%
Total	2,011	2,011	100%	2,011	100%	474	100%	1,537	100%	4	0.2%
Other than Permanent Employees											
Male	265	265	100%	-	-	-	-	145	55%	0	0.0%
Female	88	88	100%	-	-	88	100%	-	-	0	0.0%
Total	353	353	100%	-	-	88	100%	145	55%	0	0.0%

b. Details of measures for the well-being of Workers for FY 2023 – 24

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		ESI	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	Number (G)	% (G / A)
Permanent employees													
Male	978	978	100%	978	100%	-	-	978	100%	0	0.0%	-	-
Female	76	76	100%	76	100%	76	100.0%	-	-	2	2.6%	-	-
Total	1,054	1,054	100%	1,054	100%	76	100.0%	978	100%	2	0.2%	-	-
Other than Permanent Employees													
Male	1,063	0	0%	0	0%	0	0%	0	0%	0	0.0%	1,063	100%
Female	727	0	0%	0	0%	0	0%	0	0%	0	0.0%	727	100%
Total	1,790	0	0%	0	0%	0	0%	0	0%	0	0.0%	1,790	100%

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

	FY 2023-24	FY2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	2.18%	2.29%

2. Details of retirement benefits for FY 2023-24 and FY 2022-23

Benefits	Financial Year 2023-24			Financial Year 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	Yes
ESI	5.40%	10%	Yes	6%	9%	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”, then whether any steps are being taken by the entity in this regard

The premises/ offices of the Company, including the registered and corporate offices have facilities that enable accessibility and hassle-free movement for differently abled individuals. Most offices are located either on the ground floor or have elevators and infrastructure to ease access 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, please provide the web-link of the policy.

As per Strides’ Code of Conduct & Ethics and Recruitment Policy, Strides is committed to provide a work environment free of unlawful harassment and provides equal employment opportunity for all persons regardless of their race, color, religion, sex, gender, age, marital status, nationality, disability, sexual orientation, family (including pregnancy) and career responsibilities, medical status including HIV.

5. Return to work and Retention rates of permanent employees and workers that took parental leave during FY 2023 – 24

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	92%	100%	100%	100%
Total	98%	98%	100%	100%

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

Permanent Workers	<p>A formal Grievance Redressal policy is available for the employees in the intranet portal of the organisation. SEEK app is also made accessible to all the permanent workers, where they can air grievances and concerns, which are kept confidential.</p> <p>Apart from these, various forums and platforms are made available in different manufacturing units wherein grievances of the workers can be aired either individually or collectively through their union representatives and there are meetings that are organized periodically to understand underlying issues and accordingly address them.</p>
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Other than Permanent Workers	All such workers have access to HR representatives at all the sites and offices to discuss their concerns and grievances.
Permanent Employees	<p>A formal Grievance Redressal policy is available for the employees in the intranet portal of the organisation. Other avenues available for employees are:</p> <ul style="list-style-type: none"> SEEK app which is made accessible to all the employees. They can air grievances and concerns, which are kept confidential; Periodic Town halls, one-to one meetings, Skip level meetings are organized, thereby providing opportunity to employees to express their concerns/ issues
Other than Permanent Employees	HR Point of Contact (POC) is present for contractors to reach out and resolve their grievances. Basis the gravity of the grievance, HR POC for contract workers reaches out to HR Business Partner for support and resolution.

In addition to the different grievance redressal mechanisms listed above, all employees and workers can report violations of the Company's Code of Conduct directly to a dedicated "Ombudsman", whose details are publicly available in the Company's Code of Conduct and Ethics at https://strides.com/pdf/Committees%20of%20the%20Board/2024/CoC_Strides_May%2022,%202024.pdf

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

Category	Financial Year 2023-24			Financial Year 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	2,011	0	0%	1,759	0	0%
- Male	1,537	0	0%	1,359	0	0%
- Female	474	0	0%	400	0	0%
Total Permanent Workers	1,054	1,029	98%	1,091	1,023	94%
- Male	978	955	98%	1,013	950	94%
- Female	76	74	97%	78	73	94%

8 (a). Details of training given to employees and workers on "Health & Safety Measures"

Category	Financial Year 2023-24			Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,537	1,129	73%	1,359	902	66%
Female	474	280	59%	400	220	55%
Total	2,011	1,409	70%	1,759	1,122	64%
Workers						
Male	978	957	98%	1,013	966	95%
Female	76	75	99%	78	78	100%
Total	1,054	1,032	98%	1,091	1,044	96%

(b). Details of training given to employees and workers on “Skill Upgradation”

Category	Financial Year 2023-24			Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,537	1,431	93%	1,359	1,165	86%
Female	474	446	94%	400	322	81%
Total	2,011	1,877	93%	1,759	1,487	85%
Workers						
Male	978	977	100%	1,013	956	94%
Female	76	76	100%	78	78	100%
Total	1,054	1,053	100%	1,091	1,034	95%

Note:

1. Only permanent employees and workers have been considered in Total (A) column i.e., headcount as on March 31, 2024.

In FY24, learning hours were included as a criterion part of the ‘Employee Scorecard’ Every employee was mandated to meet predefined learning goals and as a result the Company recorded 97,000+ learning hours in the reporting period, covering all levels of employees, focussed on a combination of Mandatory, Technical and Behavioural skills and aspects (including technical trainings undertaken through compliance wire).

9. Details of Performance and Career Development reviews of employees and workers:

Category	Financial Year 2023-24			Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	1,537	1,170	76%	1,359	1,018	75%
Female	474	317	67%	400	263	66%
Total	2,011	1,487	74%	1,759	1,281	73%

Note

- As per annual Performance review eligibility criteria, employees who joined on or before September 30, 2023 were part of the review process;
- Employees under “Trainee Executive” or “Management Trainee” were not part of Annual review process;
- Workers are not part of the annual review process

10. Health and Safety Management System:

- a. Whether an occupational health and safety management system has been implemented by the entity?
 - Yes, Strides has implemented Occupational Health and Safety management system at all its locations including manufacturing sites, R&D center and corporate office;
 - Periodic internal and external audits are done to ensure the compliance of Occupational Health and Safety management system at all the site operations including manufacturing, quality control, facility and engineering, administrative, warehouse etc.;
 - In accordance with pharmaceutical industry standards, customers periodically conduct independent audits of Strides’ manufacturing sites, which covers elements of EHS;
 - The EHS trainings, audits and inspections are carried out as per the guidelines of Factories Act, Indian Boilers Act, Environment Protection Act, Electrical Act, PESO, NBC etc.;
 - The Company’s Process Safety Management system facilitates the implementation of best safety practices. Further, it enables the identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), etc.;
 - Environment Protection Act (EPA) also covers hazardous waste management rules, Biomedical waste management rules, E-waste management rules etc.;
 - The Occupational Health and Safety management system covers all permanent and contractual employees employees of all Strides entities and visitors to all Strides sites, hence the coverage is 100%

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?
- Identification of work-related hazards through EHS walkthrough checklists, GEMBA walks, Hazard Identification and Risk Assessment (HIRA), Hazardous Area Classification (HAC) study etc.;
 - MySetu EHS is an application which is used to log and escalate any unsafe act and unsafe conditions which are identified on site premises;
 - All employees are trained on group EHS SOP;
 - Any non-routine activities involving external contract workers are routed through permit to work system (PTW);
 - PTW has different type of permits like General, Hot, Confined, Work at height, Electrical, High risk etc.;
 - In FY 24, 644 work permits were issued across all sites
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?
- Yes, MySetu EHS application has been implemented across all sites for workers to report any unsafe act and unsafe condition;
 - Safety committee meetings has representation from workers; any work-related hazards reported in the meeting is tracked until it is logically closed
- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?
- Yes, the Company provides non-occupational medical and healthcare services to its employees and workers. E.g - Occupational Health Centre at the factory premises is available to have access to medical consultation for employees and conducting periodic medical examinations for all the employees through external hospitals;
 - Employee health insurance policy for medical benefits during hospitalization;
 - Employees are provided awareness sessions organized periodically at various locations by medical experts on matters like diabetes, cervical cancer etc.

11. Details of safety related incidents:

Safety Incidents/ Number	Category	Financial Year	Financial Year
		2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	1.3	2.13
	Workers	0	0.48
Total recordable work-related injuries	Employees	13	9
	Workers	5	6
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

- Strides follows guidelines and principles of ISO 14001:2015, OSHA standards, Factories act and other state level regulatory requirements within its Environment Health and Safety (EHS) management system;
- The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management "system" Further, as part of the EHS management system, the Company provides safety trainings and safety drill practices to all its employees and workers;
- The safety training programs enable the development of strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety;
- Any non-routine activities involving external contract workers are routed through permit to work system (PTW) where all tasks are accessed to identify risk associated with it and mitigation measure are ensured till completion of activities (644 no's of PTW issued in FY 24);
- HIRA being performed for all new products, equipment and facility modification where risk associated with each activity are evaluated using risk matrix techniques considering present hierarchy of control to conclude the risk is acceptable or unacceptable. Any unacceptable risk is further evaluated to identify the mitigation plans and recommended controls are made available before execution of the activity;

- Strides endeavors to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns through site Occupation health physician;
- Respiratory fit testing has been facilitated for targeted group of employees who regularly use Respiratory Protective Equipment during their routine & non-routine process related activities;
- All products are evaluated and categorized into Occupational exposure banding (1 to 5). Recommended hierarchy of control are ensured during batch manufacturing;
- CMR (Carcinogenic, Mutagenic, Reproductive Toxicity) classification of each module are accessed to prevent negative health impact on the employees;
- Health and Safety awareness training are provided to all workforce through modules and safety drill practices. Periodic mock drill sessions are conducted to ensure that all employees are aware of emergency plan management ;
- Strides organizes external safety training on basic lifesaving first aid, as well as firefighting awareness sessions, through authorized agencies to ensure the competency of the targeted group. Upon successful completion, participants are certified;
- Fire safety gadgets like fire hydrant systems, fire hose reels, fire extinguishers, fire detection systems, Emergency escape plans, fire exits , chemical spill kits , eye showers , emergency lights, first aid boxes, adequate PPE are made available across all sites to ensure safe and healthy workplace

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

Category	Financial Year 2023-24			Financial Year 2022-23		
	Filed	Pending Resolution at end of year	Remarks	Filed	Pending Resolution at end of year	Remarks
Working Conditions	0	0	-	17	4	Resolution of open complaints currently under progress as at the date of this report
Health and Safety	0	0	-	2	0	NA

14. Assessment for FY 2023-24

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100% by Strides, statutory authorities, and third parties
Working Conditions	

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

In FY24, there was one minor fire/flash incident at KRSG. Following a root-cause analysis of the incident, corrective and preventive actions were implemented to prevent similar incidents in the future.

Leadership Indicators

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

Yes, coverage under the existing Group Term Life Insurance (Death Benefits) is 5 Times the CTC of Workers and 3 Times the CTC of Employees.

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

The Company has a “Vendor code of conduct,” which vendors are expected to adhere to.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 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 Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes, the Group has multiple stream of businesses outside the listed Company. For any employee, who is retiring and willing to work further, the Company explores whether their expertise can be used on a part-time assignment basis. In few critical positions where skill is scarce, Company has also extended service tenures. For termination, other than on integrity and ethical grounds, the Company initiates a performance improvement plan and gives an opportunity for employees to improve over time. If there is no improvement, termination is initiated, and financial assistance is provided on a case to case basis.

5. Details on assessment of value chain partners (FY 2023-24):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices Working Conditions	During the development of Strides' Business Continuity Plan, the Company's critical suppliers (33.53% by value of business done) were assessed through questionnaires on specific "Health and Safety" and "Working Conditions" criteria. In the coming year, the Company plans to conduct more comprehensive assessments of its vendors, both increasing the coverage of assessments conducted as well the extent to which issues like Health and Safety and Working conditions, among others are assessed.

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.

No such risks/concerns identified from the assessments conducted.

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.

Strides is dedicated to successfully meeting stakeholder expectations and actively works with stakeholders, carefully identifying significant material challenges. In line with the Company's aspiration to conduct business in a responsible manner, Strides is committed to cultivating robust, meaningful relationships with all its stakeholders. Stakeholders and their relative importance to the Company are determined by the impact of the stakeholder group on the business and the impact of the business on the stakeholder group. Other considerations while determining stakeholder importance include factors like impact, influence, legitimacy, and diversity of perspectives.

Strides recognizes that impactful stakeholder engagement is critical to drive the Company's overall ESG strategy. Engaging stakeholders ensures that different viewpoints are taken into account, fosters teamwork, increases trust, and supports efficient decision-making. During the Materiality Assessment conducted by Strides in FY 2023-24, the views and priorities of various stakeholder groups were central to determining the ESG issues most material to Strides.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employee	No	Direct & other communication mechanisms including mailers, intranet, employee committees, engagement initiatives, newsletters	Continuous	Learning opportunities, building a safety culture, and inculcating safe work practices among employees, and improving diversity and inclusion.
Shareholders/ investors	No	Press releases, social media, website, analyst meets, analyst briefings, quarterly results, annual general meetings, integrated report, financial reports, email advisories, intimation to stock exchanges, annual/ quarterly financials, and investors meetings/ conferences	Frequent and need based	Educating them about Strides' business strategy for the long term, to stay abreast of developments in the corporation and its subsidiary companies and understanding their expectations
Customers	Yes, if they qualify based on specific criteria such as income	Customer meets, mailers, news bulletins, brochures, social media, website	Frequent and need based	For stronger customer relationship, to enhance business, stay in touch with them to understand the industry and business challenges and address any issues that the customers may have
Supplier/ vendor/ 3 rd party manufacturer	No	1) Vendor Meets 2) Virtual modes such as e-mail, telephonically	Ongoing	Responsible supply chain practices are essential for ensuring sustainable business continuity. Engaging with suppliers and vendors enables the Company to identify key material issues impacting the supply chain. The primary areas of interest for suppliers include: 1) Business visibility 2) Collaboration
Channel Partners, No franchises, and key partners	No	Partners meets and events, mailers, news bulletins, brochures, social media, website	Frequent and need based	Stronger partnership helps to increase reach and enhance business, ethical business, and fair business practices and governance.
Community	Yes	1) In-person meetings 2) Engagement through NGO partners	Ongoing	Community developments programs initiated by the Company's CSR activities enables driving a positive impact on the community members. The key area of interest for community is Community development programs with a focus on health, education, sanitation, and infrastructure development

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 the feedback from such consultations provided to the Board.

Consultation between stakeholders and the Board on economic, environmental, and social topics is essential for a pharmaceutical Company to gain insights, address concerns, and make informed decisions that align with stakeholder interests. Strides has taken steps to facilitate communication between the Board and stakeholders through the following processes:

- Identification of Key Topics and Issues: The inputs of key stakeholder groups was taken during the Materiality Assessment conducted in FY 2023-24, to determine the most material Environmental, Social and Governance issues for Strides as a company;
- Establishment of Stakeholder Engagement Mechanisms: Strides has established formal mechanisms to engage with various stakeholder groups as described in the previous question;
- Stakeholder Consultation Sessions: Organizing consultation sessions attended by both stakeholders (employees, customers, investors, regulators) and Executive Members of the Board. This practice ensures regular dialogue between the parties to communicate their priorities.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? 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, stakeholder engagement is used to support the identification of environmental, social and governance topics. As part of the materiality assessment conducted by Strides in FY 2023-24, the Company sought the views on a variety of both internal and external stakeholder groups to identify and finalize ESG issues most material to the Company. These included employees, customers, suppliers, and investors, among others. Strides has dedicated communication channels to regularly communicate with different stakeholder groups.

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

Through the Company's Corporate Social Responsibility programs, Strides aims to create positive impact amongst vulnerable communities and stakeholder groups. Through strategic interventions, the Company contributes to a variety of causes including disaster relief, improving community health and education. Strides has also formalized Diversity and Inclusion and Human Rights Policies to address the concerns of vulnerable groups/minority groups primarily like women, persons with disabilities, etc.

Principle 5:

Businesses should respect and promote human rights

Essential Indicators

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

Category	Financial Year 2023-24			Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,011	1,907	95%	1,759	1,759	100%
Female	353	313	89%	80	80	100%
Total	2,364	2,220	94%	1,839	1,839	100%
Workers						
Male	1,054	952	90%	1,091	1,091	100%
Female	1,790	1,790	100%	1,689	1,689	100%
Total	2,844	2,742	96%	2,780	2,780	100%

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

Category	Financial Year 2023-24					Total (D)	Financial Year 2022-23			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	2,011	0	0%	2,011	100%	1,759	119	7%	1,640	93%
- Male	1,537	0	0%	1,537	100%	1,359	83	6%	1,275	94%
- Female	474	0	0%	474	100%	400	36	9%	365	91%
Other than Permanent	353	79	22%	274	78%	80	0	0%	80	100%
- Male	265	55	21%	210	79%	61	0	0%	61	100%
- Female	88	24	27%	64	73%	19	0	0%	19	100%
Workers										
Permanent	1,054	0	0%	1,054	100%	1,091	0	0%	1,091	100%
- Male	978	0	0%	978	100%	1,013	0	0%	1,013	100%
- Female	76	0	0%	76	100%	78	0	0%	78	100%
Other than Permanent	1,790	1,363	76%	427	28%	1,689	1,254	74%	435	26%
- Male	1,063	882	83%	181	17%	1,102	917	83%	185	17%
- Female	727	481	66%	246	34%	587	337	57%	250	43%

3a. Details of remuneration/ salary/ wages for FY 2023 – 24

	Male		Female	
	Number	Median salary/ wage of respective category (Amount in ₹)	Number	Median salary/ wage of respective category (Amount in ₹)
Board of Directors (BoD)*				
a. Executive Directors	2	7,00,92,877	0	0
a. Non-executive Directors (NED)	4	94,00,440	1	94,00,440
Key Managerial Personnel#	0	0	1	69,48,800
Employees other than BoD and KMP	1,535	6,88,318	473	5,24,986
Workers	978	6,95,329	76	4,19,586

*ED & NED are considered as two separate categories and total CTC is considered for calculation

#Excluding Executive Directors

Note

- Sitting fees paid to Dr. Kausalya Santhanam from Material Subsidiaries also factored in the above calculation;
- Sitting Fees and Commission paid in proportion to the period of office held by Mr. Ameet Hariani;
- Remuneration paid/ payable to Mr. Badree Komandur has been prorated in line with his terms of appointment

3b. Gross wages paid to females as % of total wages paid by the entity

	Financial Year 2023-24	Financial Year 2022-23
Gross wages paid to females as % of total wages	14%	16%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to or by the business?

Yes, the Company has established a Human Rights policy which articulates Strides' commitment to respecting human rights and actively discourages any involvement in human rights violations.

There are multiple channels of communication to report any instances of negative human rights impacts on any stakeholders viz. emailing, calling a toll-free number, or reporting to senior management or the board of directors. Strides is committed to dealing with stakeholder concerns, made in good faith, in a prompt and fair manner. Additionally, as per the expectations presented in the UN Guiding Principles on the Business and Human Rights, any violations, risks or concerns can be reported through the whistleblower channel. Any such complaint will be redressed by the concerned authority in accordance with the process laid down in the Company's policy, which is the available in the Company's website.

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

As explained in question 4 above.

Additionally, a Code of Conduct and a formal Grievance Redressal policy is available, and all matters are dealt accordingly. Similarly for PoSH complaints, a formal policy is available which includes the methodology to resolve complaints brought to the notice of Internal Complaints Committee (ICC).

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

	Financial Year 2023-24			Financial Year 2022-23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	4	0	Complaint closed within 90 days	1	0	Complaint closed within 90 days
Discrimination at workplace	0	0	-	0	0	-
Child Labour	NA	NA	NA	NA	NA	NA
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	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:

	Financial Year 2023-24	Financial Year 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	1
Complaints on POSH as a % of female employees / workers	0.73%	0.00%
Complaints on POSH upheld	4	1

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

SEEK app is a Business Intelligence platform by a third party service provider, which inter-alia is used for airing personal grievances. It has a functionality by way of which the name of the concerned employee is not disclosed to anyone in the Company. The agreement with vendor ensures that the identities of employees are kept strictly confidential. While the complainant's issues are addressed by the Company, the identity of the complainant is kept confidential and this acts as a protective shield for the complainant, and he/she is protected from any harassment. The same procedure applies to the complaint raised under POSH or Whistle Blower Policy. The confidentiality of the complainant is strictly maintained and all applicable laws are adhered to, thereby ensuring that their identity is never disclosed internally, thereby eliminating any possibility of harassment for filing a complaint.

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

Strides' business agreements and contracts emphasise the importance of compliance with all applicable laws, which includes upholding human rights standards. While specific mention of human rights requirements may not be included, it is explicitly stated that all parties involved in the business dealings are expected to comply with all applicable laws, thereby encompassing human rights obligations.

Additionally, the Company's Vendor Code of Conduct, which Strides expects all its suppliers are business partners to adhere to has specific clauses requiring suppliers to safeguard the human rights of employees and workers.

10. Assessment for FY 2023-24:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% by Strides, third parties and statutory authorities
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	None

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

The Company's current practices and processes are duly inspected by various agencies from time to time. Besides the assessments undertaken by government/ regulatory bodies, the Company also aims at conducting periodic audits through third party auditors to check for any non-compliances. The Company also undertakes a comprehensive HR Compliance audit once in two years, which is conducted by a third party legal firm, which helps in identifying areas of improvement. So far, Strides has not come across any areas of concerns related to human rights.

Leadership Indicators

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

Strides is committed to upholding a proactive approach in preventing discrimination in all its forms, including but not limited to sexual harassment, wage disparities, and other human rights issues. The Company recognizes the importance of fostering an inclusive and equitable work environment for all its employees. For instance:

- Attendance of contract workers: Change from manual recording of attendance to biometric attendance has helped in greater transparency of process and this biometric attendance is directly linked to the

payroll of the contract worker. The digitization has ensured fair and equitable ways of earning wages to all workers.

- Strides has been conscious of the local community in which it operates and does not discharge effluents (from the production process) to outside area. Instead, the effluent treatment set up ensures that wastewater is treated for horticulture purpose thereby conserving environment.
- Biohazardous waste is disposed off through a government approved vendor so that the probability of contamination with human beings in and around the site is minimized/ mitigated.
- Strides' Recruitment policy specifies on non-discrimination and equal opportunity employer. The Company is committed to provide a work environment free of unlawful harassment and equal Employment opportunities for all persons regardless of Race, Colour, Religion, Sex /Gender including pregnancy/childbirth, Age, Marital Status, National Origin, Disability, Sexual Orientation, Family and Career responsibilities, Gender Identity and Intersex status, medical status including HIV status in the hiring practices.
- Strides employ women workers in A-shift and general Shift. Generally, the Company doesn't deploy women in B shift across most of it's plants considering gender sensitivity and as an adherence to cultural norms of the region in which it operates.
- To mitigate risks associated with child labour, the Strides TA playbook strictly prohibits child labour, and takes active steps to prevent its occurrence. This is done by checking each and every employee/ worker's government ID, a mandatory check point during onboarding to ensure compliance and follow it in "letter and spirit".

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

- Periodic Audit by third party auditor addresses various issues pertaining to human rights;
 - Online Compliance Management tool to monitor various compliances, which also ensures that human right violations, if any, are captured and reported to the board;
 - Once in two years, a comprehensive Audit of HR legal compliances is undertaken;
 - For conducting business, Company undertakes various social audits which addresses many such issues.
- The Company has also engaged in EcoVadis certifications and undergoes various customer audits, all of which thoroughly address human rights elements.

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?

The premises/ offices of the Company, including the registered and corporate offices have facilities that enable accessibility and hassle free movement for differently abled individuals. Most offices are located either on the ground floor or have elevators and infrastructure to ease access for differently abled individuals.

4. Details on assessment of Value Chain Partners

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	During the development of Strides' Business Continuity Plan, the Company's critical suppliers (33.53% by value of business done) were assessed through questionnaires on specific "Health and Safety" and "Working Conditions" criteria. In the coming year, the Company plans to conduct more comprehensive assessments of its vendors, both increasing the coverage of assessments conducted as well the extent to which issues like child labour, forced labour, sexual harassment , discrimination at workplace, wages, among others are assessed.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

No such risks/concerns identified from the assessments conducted

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
From renewable sources

	Financial Year 2023-24	Financial Year 2022-23
Total Energy Consumption (A)	83,92,26,16,440	65,77,90,05,600
Total Fuel Consumption (B)	NA	NA
Energy consumption through Other Sources	NA	NA
Total Energy Consumption (A+B+C) (K)	83,92,26,16,440	65,77,90,05,600

From non-renewable sources

	Financial Year 2023-24	Financial Year 2022-23
Total electricity from renewable sources(D)	99,55,18,51,200	98,29,00,44,000
Total fuel consumption (E)	49,85,38,30,785	48,71,87,44,848
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	1,49,40,56,81,985	1,47,00,87,88,848
Total energy consumed (A+B+C+D+E+F)	2,33,32,82,98,425	2,12,78,77,94,448
Energy intensity per rupee of turnover (KJ/₹. Lakhs) (Total energy consumption/turnover in rupees)	12	12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical Output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	NA

Note - Data includes all manufacturing sites in India and R&D

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?

If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Details of the following disclosures related to water

	Financial Year 2023-24	Financial Year 2022-23
Water withdrawal by source (in kilo-litres)		
(i). Surface Water	0	0
(ii). Groundwater	60,544	59,877
(iii). Third Party Water	1,43,872	1,34,901
(iv). Seawater/ Desalinated water	0	0
(v). Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	2,04,643	1,94,778
Total volume of water consumption (in KL)	2,04,643**	1,94,778

	Financial Year 2023-24	Financial Year 2022-23
Water intensity per rupee of turnover (Kl/₹. Lakh) (water consumed/ turnover)	0.010048	0.01
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000138	0.01
Water intensity in terms of physical Output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	NA	NA

**Note: Total Volume of water withdrawal (in KL) – 2,04,643 is for all the India sites (KRSG, Pondy, Alathur, Chandapura, R&D and Corporate) whereas 2022-23 data mentioned is for KRSG & Chandapura.

4. Provide the following details related to water discharged

	Financial Year 2023-24	Financial Year 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		
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		NA

All sites have zero liquid discharge mechanism (ZLD) i.e., wastewater is treated and reused within the premise, without any discharge outside the plant premises.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation

- Currently, 3 out of 5 Strides’ sites are Zero Liquid Discharge (ZLD) sites and water conservation is implemented through reduce, reuse, recharge, and recycle approach within manufacturing locations.
- As part of the recycling initiative, Strides provides tertiary treatment to its effluent, the treated effluent water is then effectively recycled and reused for in-house gardening. This enables the Company to implement ZLD at its manufacturing locations.
- In Alathur plant, effluent water generated are treated at in-house Effluent Treatment Plant (ETP), and Sewage Treatment Plant (STP) water are sent to authorized common effluent treatment plant as per consent order received from State Pollution Control Board (SPCB).
- In R&D, effluent water is sent to authorized common effluent treatment plant as per consent order received from State Pollution Control Board (SPCB)

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

Parameter	Unit	Financial Year 2023-24	Financial Year 2022-23
NOx	mg/Nm3	169	31
Sox	mg/Nm3	131.6	63
Particulate Matter (PM)	mg/Nm3	227.1	57.6
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)		NA	
Hazardous air pollutant (HAP)			
Note	Average of all the 5 sites. However, none of the site has crossed the PCB approved limits and all parameters are well within the limits specified		

Note - Data includes all manufacturing sites in India and R&D

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

Parameter	Please specify unit	Financial Year 2023-24	Financial Year 2022-23
Total Scope 1 Emissions	Metric tonnes of CO2 equivalent	5,331.80	4,490.31
Total Scope 2 Emissions	Metric tonnes of CO2 equivalent	19,893.05	19,548.80
Total Scope 1 and Scope 2 emissions per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		1.171	1.296
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)		26.803	29.658
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		NA	NA

Note 1 - Data includes all manufacturing sites in India and R&D

Note 2 - Strides underwent a comprehensive GHG inventorization review during FY24 resulting in re-statement of Scope 1 & 2 values of FY23

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If “Yes”, then provide details.

Yes, Strides has implemented projects to reduce Green House Gas emission specifically carbon footprint reduction. They are as follows:

- Installed 1,470 KW solar power plants and harvested clean energy from roof top solar power panels;
- Sustaining solar power consumption by importing solar power from third party and In-house generation;
- 44.5% of the total power consumption in all sites are from renewable sources (Solar & wind)

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

Parameter	Financial Year 2023-24	Financial Year 2022-23
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	162	192
E-Waste (B)	9.11	1.5
Bio-medical Waste(C)	6.6	5.7
Construction and Demolition Waste (C&D) (D)*	0	0
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	961	730
Other Non-Hazardous Waste generated (H) (Please specify, if any) (Break-up by composition i.e. by materials relevant to the sector)	144	221
Total Waste Generated (A+B+C+D+E+F+G+H)	1775	1150
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00069	0.00074
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00005	0.00008
Waste intensity in terms of physical output	0	0
Waste intensity (optional) –the relevant metric may be selected by the entity	0	0

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

Category Waste Name:

(i) Recycled	309	414
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	309	414

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

Category Waste Name:

(i). Incineration	907	736
(ii). Landfilling	0	0
(iii). Other recovery operations	0	0
Total	907	736

Note - Data includes all manufacturing sites in India and R&D

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.

- Strides has implemented waste management plan with a comprehensive approach towards waste minimization, segregation, and safe disposal. Company has implemented effective mechanisms for disposal of large quantity of hazardous waste through incineration process;
- Health and safety attributes of new products (API, Excipient and other process materials) are evaluated to identify the negative health impact of chemicals. While conducting initiation trials, only minimal batch size is manufactured to reduce the wastage from processes and to reduce exposure to any hazardous chemicals;
- Diversion of initial rainwater to WWTP to reduce Permissible Environmental concentration (PEC) of ground water table due to recharging of fresh, very low TDS rain water to the existing ground water table

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:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
			Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in financial year 2023-24

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent 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.

If "Not", provide details of all such non-compliances:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
				All applicable regulations and guidelines are complied with.

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo liters):

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

- Name of area: KRSG and Chandapura (Anekal Taluk)
- Nature of operations: Manufacturing of Pharmaceutical products
- Water withdrawal, consumption, and discharge:

Parameter	Financial Year 2023-24	Financial Year 2022-23
Water withdrawal by source (in kilo litres)		
(i). Surface Water	0	0
(ii). Ground Water	60,544	59,877
(iii). Third Party Water	61,706	53,559
(iv). Seawater/ Desalinated Water	0	0
(v). Others	0	0
Total volume of water withdrawal (in KL)	122,250	113,436
Total volume of water consumption (in KL)	122,250	113,436
Water intensity per rupee of turnover (water consumed/ turnover)	0.01	0.01
Water intensity (optional) – the relevant metric may be selected by the entity	0.01	0.01

Parameter	Financial Year 2023-24	Financial Year 2022-23
Water discharge by destination and level of treatment (in Kilo litres)		
(i). To Surface Water		
- No treatment		
- With treatment- please specify level of treatment		
(ii). To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		
(iii). Sent to Third Party Water		
- No treatment		
- With treatment- please specify level of treatment		
(iv). Into Seawater		
- 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.		NA

Both the sites of Bangalore have zero liquid discharge mechanism (ZLD) i.e., wastewater is treated and reused within the premise, without any discharge outside the plant premises.

2. Please provide details of total Scope 3 emissions and its intensity:

Parameter	Unit	Financial Year 2023-24	Financial Year 2022-23
Total Scope 3 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	The Company has embarked on the journey of ESG at an organisational level. The monitoring mechanism is included as part of the overall framework and shall be reported in due course.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			NA

3. With respect to the ecologically sensitive areas reported in Qs. 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative	Outcome of the Initiative
1.	Improve the groundwater level	<ul style="list-style-type: none"> Rainwater harvesting tanks, Total tanks & total capacity 	Rainwater harvesting tanks of capacity 3,450 KL were constructed across all the sites.
2.	Improve the awareness trainings of water consumption and controlling of water pollution	<ul style="list-style-type: none"> Awareness Training/session/module Water Consumption Monitoring Awareness/ Caution boards display; Installation of flow meters; Installation of Piezometer at required sites 	Reduction in daily water consumption.
3.	Reduction of CO2 emissions	<ul style="list-style-type: none"> Reduction due to consumption of clean energy from Solar Power. 	16,551 MT of CO2 Emission reduced.
4.	Efficient utilization of energy	<ul style="list-style-type: none"> Implemented the generation of power from solar panels. 	On the overall power requirement, 44.5% of energy is being utilized from renewable sources including solar panels.

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

Yes, the Company has a detailed Business Continuity Policy in place. An extract of the same is also available in the Company website at [Strides BCP policy_30012024.pdf](#)

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 to the environment caused from any activities or measures pertaining to value chain partners.

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

None during FY2024

Principle 7:

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

Strides believes that sustainable business growth can be achieved through effective collaboration with regulatory authorities, government agencies, and industry trade organizations. The Company is actively involved with various industry bodies and associations in the public domain. By engaging with these forums, the Company fulfills the critical role of policy advocacy in a transparent, ethical, and unbiased manner. Strides' commitment lies in advocating for an inclusive and collaborative healthcare ecosystem, refraining from any activities that may be detrimental to national interests. Strides firmly believes that public policy should serve the greater public good, and therefore, Strides abstains from engaging or advocating on any policy matters solely for self-interest or for the benefit of a select few. Strides' advocacy efforts are aligned with promoting policies that enhance accessibility, affordability, and quality in healthcare, ensuring equitable benefits for all stakeholders.

1. (a). Number of affiliations with trade and industry chambers/ associations

8

(b). List the top 10 trade and industry chambers/ the entity is member of/ affiliated to

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Pharmaceuticals Export Promotion Council of India	National
2.	Indian Drug Manufacturers' Association	National
3.	Bombay Chamber of Commerce	State
4.	Bengaluru Chamber of Industry and Commerce	State
5.	Karnataka Drugs & Pharmaceutical Manufacturers Association	State
6.	Federation of Karnataka Chambers of Commerce and Industry	State
7.	Confederation of Indian Industry	National
8.	United Nations Global Compact Network	International (affiliated to India unit)

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

Name of authority	Brief of the Case	Corrective action taken
	NIL	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
	Strides advocate for policies that expand access to healthcare, promote research and development incentives, or protect intellectual property rights. For example, pharmaceutical companies may lobby for changes to drug pricing regulations or advocate for policies that incentivize investment in new medical technologies.				

Principle 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in financial year 2023-24:

Name and brief detail 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
Ref note below	-	10 th May 2024	Yes	-	-

Note : Strides carried out a formal structured impact assessment of its various CSR programmes for FY21 till FY23 through an external Social Accounting and Audit (SAA) Organization – The India chapter of M/s. Social Audit Network – UK.

The impact study was conducted using the REES framework which measures the performance of a programme on four parameters – Relevance, Effectiveness, Efficiency, and Sustainability. This report reflects on the impact achieved in the last three years in the Company's focus areas and the result has been very encouraging / satisfying with a rating of 9.2 / 10.

The Company's focus for Community development being Health & Hygiene, Education, Employability and Community Welfare, it's initiatives have been around :

- Providing preventive, promotive, and curative healthcare and hygiene facilities by providing and maintaining specialty healthcare services, providing safe drinking water, and creating health awareness through health camps;
- Improving the quality of education and equip the students to learn better and be future ready through life skills and value and also education by adopting schools, imparting life skills (LeAPS – Leadership Adoption Program at Schools) and providing adequate learning and infrastructure facilities. Also, by providing the required number of teachers to support the curriculum needs of the school;
- Providing vocational training and placement support to rural youth based on their aptitude, equipping them with the necessary skills and education to become responsible citizens through a holistic approach;
- Responding to the disaster situation (natural and pandemics) by providing necessary support like Medical support, Food & Provisions. Creating awareness among students / citizens, providing volunteer supports to hospitals – Govt. or even working around to provide Employability opportunities during times of distress

The interventions provided during the assessment period (2020-2023):

- Maintaining the services of Arogyadhama which caters to over 13,500 populations in 12 villages giving the best of facilities. Over 8,500 people were benefitted in 2023-24;
- Creating awareness in the health camps - held in schools and villages;
- Providing safe drinking water to about 13,000 people;
- Infrastructural support for the Anganwadi - including supervision of overall health parameters of the toddlers;
- Providing support during COVID lockdown - creating awareness, providing healthcare, vaccinations, medical support, survival kits, food packets etc.

The Social Auditors validated that Strides' CSR goals align with 4 UN SDGs

- End poverty in all its form and everywhere – UN SDG – 1
- Ensure Healthcare and well-being for all at all ages – UN SDG – 3
- Quality education for all – UN SDG – 4
- Ensure availability and sustainable management of water & sanitation for all – UN SDG – 6

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

S. No.	Name of the 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 ₹.)
Not Applicable						

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

The Company's CSR team proactively engages with concerned stakeholders/ panchayat members and initiate action, as and when necessitated and seeks their feedback on the services provided, to ensure that their needs are met. Also, at the Arogyadhama Advisory committee consisting of Panchayat members, all related issues are deliberated and resolved, thereby building trust and credibility with the beneficiary community.

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

Parameter	Financial Year 2023-24	Financial Year 2022-23
Directly sourced from MSMEs/ Small producers	~7.59%	~6%
Sourced directly from within the district and neighboring districts	~14.27%	~17%

*On a standalone level (Bengaluru, Puducherry and their neighboring districts has been considered)

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	Financial Year 2023-24	Financial Year 2022-23
a. Rural	0%	0%
b. Semi-urban	45%	46%
c. Urban	40%	38%
d. Metropolitan	15%	16%

Company sources contractors from rural areas to semi-urban area, who travel day to day for work

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl. No.	State	Aspirational District	Amount Spent (in ₹.)	Remarks
1	Karnataka	Bangalore	50,00,000	Arogyadhama
2	Karnataka	Bangalore	10,43,000	Siva Sakthi Homes
3	Karnataka	Bangalore	17,71,814	LeAPS
4	Puducherry	Puducherry	15,00,000	SVRCC
5	Puducherry	Puducherry	29,69,873	TISS
6	Karnataka	Bangalore	2,22,57,230	Vidyadhama
Total			3,45,41,917	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?

The Company sources materials from MSMEs on a case to case basis, which may include marginalized or vulnerable groups, considering that Company has got 4 manufacturing facilities in different areas in India. Suppliers around the manufacturing areas are also evaluated as part of the framework.

- (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 financial year 2023-24), based on traditional knowledge:

S. 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 Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1	Arogyadhama - A state-of-the-art healthcare facility, covers 10 villages and over 12500 population at Suragajakkanahalli and provides Preventive, Promotive and Curative care. It also offers the facilities like X-ray, Scan, Pharmacy, Minor OT, Path Lab and specialty clinics like general physician, dental, gynecology, pediatrics, ophthalmology etc.	8,543	100%
2	Siva Sakthi Homes - Siva Sakthi Sathya Sai Charitable Trust is an institution to serve Intellectually Challenged people and Senior Citizens. The Trust has a branch in Sri Raja Rajeswari Nagar, Bengaluru, which has 28 differently abled inmates. Strides Foundation sponsors the annual groceries and medicinal requirement of the inmates.	28	100%
3	LeAPS – Leadership Adoption Program at Schools, aims to provide Life Skills training to children of Govt. Schools. The programme is currently imparting Life skill training to 2 govt. schools at Haragadde.	615	100%
4	SVRCC - Under Strides' employability empowerment programme, in collaboration with Swami Vivekananda Rural Community College, the Company is providing vocational skills to the youth of fisherman community at Puducherry. Deserving and motivated youth from the local and fisherman communities will undergo a one-year vocational training program tailored to their aptitudes. This initiative aims to enhance employment opportunities and foster the development of responsible citizens.	100	100%
5	BVOC – TISS - 3 year Programme to provide hands-on experience & higher education to improve the lives of disadvantaged and marginalized youth. The programme enables them to learn the skill through OJT at the shop floor of the industry and also acquire a graduate degree BVOC through classroom training. Bachelor of Vocational Training in Pharma manufacturing (BVOC) is awarded by Tata Institute of Social Sciences to empower youth and build & nurture pharma professionals.	30	100%
6	Vidyadhama - Strides is building a model school for the children of Government Higher Primary school, Haragadde. This project will be functional from January 2025 to benefit 400+ children.	-	100%

Principle 9:
Business should engage with and provide value to their consumers in a responsible manner
Essential Indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Strides has a robust complaint management system in place. It follows risk-based approach with defined timelines for each key stage of complaint management. The complaints are logged in and managed till final closure, through a qualified software.

After receipt of complaint (through email, calls, & other communication channels) at Strides, each complaint is logged in and assigned a unique complaint number for tracking purpose. An acknowledgement is sent to the complainant and immediate risk assessment of the complaint is carried out. Based upon assessment, necessary corrections and containment actions are taken, along with effective follow-up activities as part of the corrective action plan.

Wherever a potential impact on distributed product is anticipated, the respective regulatory authorities are duly informed as per applicable regulations. A thorough investigation is conducted by an internal cross-functional team comprising of quality, manufacturing, legal, and relevant stakeholders, depending upon the nature of complaint to identify the root cause. Based upon investigation findings a final risk assessment is done and necessary corrective and preventive actions, commensurate with the risk associated with the complaint, are implemented.

Wherever complaints are about adverse events or impact on patient health, such complaints are forwarded to Pharmacovigilance and Medical Affairs team for clinical assessment. After completion of investigations, a response is sent to the complainant including the summary of investigation, the identified root cause(s) and actions taken/ planned as applicable. A period of 15 days is provided for complainant's feedback, before final closure of the complaint.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	Customer is provided with instructions on dosage and basic knowledge about the science behind the various ingredients added in different products. Strides also provides information on the composition of each ingredient in volume and percentage in the product. Storage instructions and cautionary notes are also provided, wherever required.
Safe and responsible usage	
Recycling and/or safe disposal	
	The Company also displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.

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

Category	Financial Year 2023-24			Financial Year 2022-23		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-

Category	Financial Year 2023-24			Financial Year 2022-23		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Restrictive Trade Practices				-	-	-
Unfair Trade Practices						
Customer Complaints	276	25	-	254	4	Complaints tracked as per SOP.

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

	Number	Reasons for recall
Voluntary Recalls	2	Physical defect ; Stability Failure
Forced Recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy ? If available, provide a web-link of the policy.

Risk Management Policy: https://www.strides.com/pdf/Committees%20of%20the%20Board/2020/strides_risk_management_policy_may_2020.pdf

Privacy Statement: https://strides.com/privacy_policy.html

Strides upholds its Information Security Policy and ensures that all staff members receive training on the policy. The policy outlines procedures for safeguarding and managing the Company's information and assets. Additionally, it establishes clear roles and responsibilities for information protection and managing cyber incidents.

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.

Active monitoring of cyber security for Strides is handled both internally and by third-party experts. Routine reviews are carried out, and necessary steps are taken to enhance the cyber security measures. Employees are educated on data privacy awareness, and new procedures for data privacy requirements are being reviewed and prepared for implementation.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches

None

b. Percentage of data breaches involving personally identifiable information of customers

None

c. Impact, if any, of the data breaches

None

Leadership Indicators

1. **Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)**
 Details of Strides' products can be assessed/seen on the website, viz., www.strides.com

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services**
 All our products have a product information leaflet provided, this document covers all aspects on the product usage, the potential side effects, and precautionary note.

3. **Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.**
 In the unlikely event of possible disruption or discontinuation of product supply, the respective Customers are informed as per applicable Technical Agreement and the Regulatory Authorities are informed, as per applicable statutory requirements.

4. **a. Does the entity display product information on the product over and above what is mandated as per the local laws? If "Yes", provide details in brief.**
 The Company provides detailed product booklet and information is available in public domain for consumer knowledge.

- b. Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole?**
 The Company has not carried out any customer satisfaction survey in the FY 2024.

By order of the Board of Directors

Arun Kumar
 Executive Chairperson
 & Managing Director

Date: May 22, 2024
 Place: Ooty