

Date: 07th September, 2023.

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai - 400 001 Script Code : 539872	National Stock Exchange of India Limited 5th Floor, Exchange Plaza, Bandra Kurla Complex Bandra (East) Mumbai-400051 Script Code : BAJAJHCARE
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Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2022-23 which forms an integral part of the Annual Report for the financial year 2022-23.

The BRSR is also available on the website of the Company at www.bajajhealth.com

Kindly take the above on your record

Thanking you,

**For and on behalf of Board of Directors
of Bajaj Healthcare Limited**

**Aakash Keshari
Company Secretary**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Annexure A

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	L99999MH1993PLC072892
2	Name of the Listed Entity	Bajaj Healthcare Limited ("BHCL")
3	Year of incorporation	1993
4	Registered office address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
5	Corporate address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
6	E-mail	investors@bajajhealth.com
7	Telephone	+91 22 6617 7400
8	Website	www.bajajhealth.com
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital	₹1,379.92 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sajankumar R. Bajaj Designation- Chairman & Managing Director Email- bajajhealth@bajajhealth.com Telephone- +91 22 6617 7400
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this report are made on standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Sales of Pharmaceuticals	Pharmaceuticals	100%

15. Products/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 and Sales of Pharmaceuticals	242	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	1	10
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	62+

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

34%

c. A brief on types of customers

BHCL focus on providing value added, cost effective products through R&D with reliable quality and quick lead-time to our Customers that includes patients and healthcare professionals (HCPs).

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1063	985	92.66%	78	7.34%
2.	Other than Permanent (E)	68	58	85.29%	10	14.71%
3.	Total employees (D + E)	1131	1043	92.22%	88	7.78%
WORKERS						
4.	Permanent (F)	110	110	100%	-	100%
5.	Other than Permanent (G)	775	775	100%	-	0%
6.	Total workers (F + G)	885	885	100%	-	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	0%
2.	Other than Permanent (E)	-	-	0%	-	0%
3.	Total differently abled employees (D + E)	1	1	100%	-	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	-	0%
5.	Other than Permanent (G)	6	6	100%	-	0%
6.	Total differently abled workers (F + G)	8	8	100%	-	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (Including Independent Directors)	11	2	18.18%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23 Current FY			FY 2021-22 Previous FY			FY 2020-21 Year prior to the Previous FY		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.88 %	9.58%	7.09%	7.05%	9.47%	7.26%	5.42%	8.28%	5.68%
Permanent Workers	13.45%	0	13.45%	8.70%	0	8.70%	10.53%	0	10.53%

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

21. (a) Names of holding / subsidiary / associate companies / joint venture

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary Associate/ Joint Venture	% of shared held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
The Company does not have holding/ subsidiary/ associate / joint venture company.				

VI. CSR Details

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

Yes

(ii) Turnover (in ₹) –

₹67,329.20 Lakhs

(iii) Net worth (in ₹) –

₹36,768.94 Lakhs

VII. Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	The Company carries a register during its visit to the peripheral areas of its operating location. This register is accessible to all the community members and serves as a platform for addressing any grievances or queries they may have, allowing them to submit written complaints. These complaints, once reported, are promptly handled and resolved by the respective authority members, encouraging a sense of trust and cooperation within the community.	0	0	-	0	0	-
Investors (other than shareholders)	We have a streamlined mechanism where grievances of investors & shareholders can be raised via email at investors@bajajhealth.com	0	0	-	0	0	-
Shareholders		1	0	-	0	0	-
Employees and workers	The employees and workers of the Company have access to the Whistle-blower mechanism. Through this mechanism, the Company provides different channels of communication for raising grievances; viz. Email, Online Portal and Written Complaints.	0	0	-	0	0	-
Customers	The customers can raise their grievances through various channels of communication such as Email, Courier, Quality Complaints & Enquiry Form available on website - http://www.bajajhealth.com/contact/	0	0	-	0	0	-
Value Chain Partners	The Company has grievance mechanism for value chain partners where complaints can be raised via Email at bajajhealth@bajajhealth.com	0	0	-	0	0	-
Other (please specify)	NA	0	0	-	0	0	-

24. Overview of the entity’s material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality & Safety	Risk	The utilization of high-quality and safe goods guarantees improved health outcomes. Compromising on pharmaceutical product quality implies compromising patients' overall health and well-being. Any oversight can result in product withdrawals, recalls, and regulatory interventions, reduced sales, reputational risks, escalated litigation, and subsequently, increased litigation expenses.	The Company being in the healthcare sector, the nature of its business requires the utmost attention to the quality of its product. We have taken following measures to ensure resilience against the risk: <ul style="list-style-type: none"> We have in place a strong system through which all the stakeholders can access the adverse event / product complaint The Company oversees monitoring and managing the safety of all our products throughout their lifespan Audits are conducted by the dedicated Quality Assurance team to ensure that our high-quality requirements are met. 	Negative
2	Innovation and R&D	Opportunity	<ul style="list-style-type: none"> We have a team of qualified and dedicated research scientists that are driving innovation at the facility, enabling us to bring products and processes which are differentiated, economical and environment-friendly Recognised by Department of Scientific & Industrial Department (DSIR), the research centres are equipped with the latest instruments and equipment. Our competencies in the areas of creating intellectual property assets by developing non-infringing, novel, cost-effective and environmentally friendly processes for APIs and finding easier solutions to complex chemistry challenges give us an edge in driving value-added innovation. 	-	Positive
3	Energy Conservation/ Efficiency	Opportunity	<ul style="list-style-type: none"> Energy efficiency also serves as a major opportunity to reduce operational costs in the long term and is also one of the de-carbonization levers for our Company. Many steps are already undertaken by company under Energy Conservation like, installing solar panels and softener plants, installed DM plants to improve boiler feed water quality, replacement of condenser of Brine Plant 2 by higher capacity, replacement of steam trap by float type to control live steam wastage, etc. 	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Transparency & Accountability	Risk	ESG compliance risk is linked to non-adherence with the standards and guidelines of all regulatory agencies, focusing on Pharmaceuticals and the negative impact of the medicines on the patients	The Company is dedicated to sustainable growth, balancing social and environmental responsibility with the satisfaction of its key stakeholders. It has introduced a Whistle blower policy organization-wide, fostering reporting of unethical conduct, suspected fraud, unlawful activities, and inappropriate behavior. This mechanism reinforces the Company's commitment to upholding the utmost standards of integrity.	Negative
5	Human Capital	Opportunity	<ul style="list-style-type: none"> Human Capital is key to the success of business and employee engagement and competence plays a vital role in organizational development. Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury Providing a needs-based and innovative range of training courses, notably in forward thinking fields of expertise like digitalization Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company Providing programmes that are specifically designed for roles which require upgraded skills 	-	Positive
6	Corporate Governance	Risk	<ul style="list-style-type: none"> Loss of reputation Incurring or levying of penalties Satisfaction of internal and external stakeholders Long-term adverse direct or indirect environmental and social impact The Company is governed by various laws and the Company has to do its business within four walls of law, where the Company is exposed to legal risk exposure. 	<ul style="list-style-type: none"> Regular tracking of regulatory compliance Review of new requirements Periodical assurance to the Board/Audit Committee/Senior Management Policy revision/ up gradation/ Board review To safeguard the Company engages professionals and advisors who focus on evaluating the risks involved in a contract, ascertaining our responsibilities under the applicable law of the contract, restricting our liabilities under the contract, and covering the risks involved, to meet the general and specific requirements so that they can ensure adherence to all contractual obligations and commitments 	Negative

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/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The Company has Whistle-blower policy, Code of Conduct and other internal policies that covers the elements of NGRBC's 9 principles.								
b. Has the policy been approved by the Board? (Yes/No)	All the company policies have been approved by the Board								
c. Web Link of the Policies, if available	http://www.bajajhealth.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The following certifications have been received by our company:								
	i) ISO 9001:2015								
	ii) HACCP Certification								
	iii) Star-Kosher and OK Kosher Certification								
	iv) GMP Certification								
	v) Halal Certificate								
	vi) FSSAI License								
	vii) FSSC 22000								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are under process to define specific goals, targets & commitments towards Sustainability or ESG aspects								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>BHCL is well aware of its responsibility towards a better and clean environment. Its efforts in environment management go well beyond mere compliance with statutory requirements. The Company has always maintained harmony with nature by adopting eco-friendly technologies and upgrading the same from time to time incidental to its growth programs.</p> <p>Similarly, the Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. And it is continuously strengthening its ESG processes and systems across the operations.</p> <p>There are several ESG strategies that have been incorporated, which reflects how the Company is putting its commitment into action. Few ESG initiatives are:</p> <ul style="list-style-type: none"> To prevent heat loss replaced old insulation of reactors and cold well of brine storage tank. Replaced steam trap by float type. This controls live steam wastage & helps improving steam savings. Commissioned low pressure steam turbine. This works on back pressure of steam boiler & generates electrical power of 100 KW/HR. Mercury vapour lamps replaced by LED Lamps. Installed softener plant capacity of 10 M3/HR to improve cooling water quality and efficient running of chilling plant. This prevents scaling & ensure better heat transfer & saves energy. 								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anil C. Jain Designation: Managing Director DIN: 00226137								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Sajankumar R. Bajaj Designation: Chairman & Managing Director								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a general practice, the Business Responsibility policies covering NGRBC's 9 principles are reviewed annually by the management of the Company.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has necessary procedures in place to ensure the compliance with all relevant regulations.																	

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

P1 P2 P3 P4 P5 P6 P7 P8 P9

An independent assessment/evaluation of the above mentioned policies will be conducted in a due course by the external agency. Currently, the policies are reviewed internally as and when required.

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 (Yes/No)	Not Applicable. All principles are covered by respective policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
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 the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company conducts familiarization programmes for its Board of Directors which covers targets, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	1	The employees / workers undergo various trainings / awareness sessions such as induction training at the time of joining and leadership, policy, technical and compliance training during the course of employment	28.33%
Workers	2		56.67%

Company conducts various training sessions on above mentioned topics; however, the Company does not have specific or identifiable data on this which it can report. The Company will consider this for additional transparency going forward.

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

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	Nil	-	-
Settlement	-	-	Nil	-	-
Compounding Fee	-	-	Nil	-	-

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

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Not Applicable	

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

Yes, anti-bribery and anti-corruption guidelines are part of Company's internal policy. Our commitment to eradicating bribery and corruption is unwavering, as we believe in upholding the highest standards of integrity and transparency in all of our transactions and routine business operations.

The anti-bribery policy, being an integral part of Company's internal policy, is applicable to every member of our distinguished staff, including permanent, temporary, or contract employees, whether directly employed or engage through contractors. Inclusive and non-discriminatory, it covers all members of the Board of Directors as well.

Furthermore, our commitment to ethical conduct goes beyond the confines of our company. We expect all our business partners to adhere to the same ethical standards when engaging in any business activities on behalf of the Company or when conducting business with us. By promoting this common code of ethics, we hope to establish a culture of honesty and integrity.

Together, we stand resolute in our commitment to combating bribery and corruption, safeguarding our reputation, and fostering a fair and transparent business ecosystem for the benefit of all stakeholders involved.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

Not Applicable

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	-	0%

BHCL is moving towards sustainable capacity building of all our stakeholders. We believe our suppliers play a critical role in our Business Responsibility and Sustainability agenda. Taking into consideration the same, we are in process of formulating ESG related awareness programmes for our value chain partners in the coming years.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the company has procedures in place to prevent/manage conflict of interest affecting board members and they are in accordance with the terms of the board's appointment of directors.

All directors, senior management and employees have the obligation to conduct themselves in an honest and ethical manner and act in the best interest of the Company at all times. They are expected to demonstrate exemplary personal conduct.

All directors, senior management and employees is expected to avoid situations in which their personal interest could conflict with the interest of the Company. This is an area in which it is impossible to provide comprehensive guidance but the guiding principle is that conflict, if any, or potential conflict must be disclosed to higher management for guidance and action as appropriate

PRINCIPLE 2- Businesses should provide goods and services in a manner that is sustainable and safe**ESSENTIAL INDICATORS**

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	3.39%	0.02%	Water Treatment Plant & Multi-effect Evaporator

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

Yes, the company has put in place comprehensive standard operating procedures (SOPs) to carefully assess and endorse vendors, assuring the sustainability of our supplier network. Regular evaluations of these procedures demonstrate our dedication to upholding an agile and responsible supply chain.

Our procurement approach includes both local and international suppliers who have satisfied our stringent approval standards.

Our determined quality assurance team regularly checks vendors in order to uphold the unwavering quality of our goods, with a focus on those who supply essential elements ensuring sustainability is in place.

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

100%

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) –**

It is collected and sent for recycling or co-processing. This is being done through authorised third-party recycler

- b. E-waste-**

It is disposed as per country/legal regulations

- c. Hazardous waste-**

It is disposed as per the Hazardous Waste Management Rules

- d. Other waste-**

It is disposed as per the local regulatory bodies and the regulations

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

Yes. We diligently fulfil our obligations regarding the management of post-consumer plastic waste by recovering an equivalent volume of plastic waste produced by our products, adhering to the Extended Producer Responsibility (EPR) standards. Our EPR action plan, which is meticulously in line with CPCB requirements, provides an adequate framework for executing these obligations.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Our Company has not undertaken any Lifecycle Perspective / Assessments for any of its products for FY 2022-23.

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

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

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

Indicate input material	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
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As a pharmaceutical product manufacturer, we are unable to utilize reused or recycled input materials in our production process. Due to the essential nature of the products, their significance in terms of patient health, safety, adherence to pertinent regulations, and involvement in clinical trials, there exists no possibility of reusing or recycling any input material directly linked to these products.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						Not Applicable
Hazardous waste						
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 % of total products sold in respective category
	Not Applicable

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of Employees covered by									
		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	985	985	100%	985	100%	0	0%	0	0%	985	100%
Female	78	78	100%	78	100%	78	100%	0	0%	78	100%
Total	1063	1063	100%	1063	100%	78	7.34%	0	0%	1063	100%
Other than permanent employees											
Male	58	58	100%	58	100%	0	0%	0	0%	58	100%
Female	10	10	100%	10	100%	10	100%	0	0%	10	100%
Total	68	68	100%	68	100%	10	14.71%	0	0%	68	100%

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

Category	Total (A)	% of workers covered by									
		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 workers											
Male	110	110	100%	110	100%	0	0%	0	0%	110	100%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	110	110	100%	110	100%	0	0%	0	0%	110	100%
Other than permanent workers											
Male	775	775	100%	775	100%	0	0%	0	0%	775	100%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	775	775	100%	775	100%	0	0%	0	0%	775	100%

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.81%	100%	Yes	99.80%	100%	Yes
Gratuity	99.72%	100%	Yes	99.71%	100%	Yes
ESI	34.41%	32.73%	Yes	36.22%	30.09%	Yes
Others-Please Specify	-	-	NA	-	-	NA

3. Accessibility of workplaces

In line with our firm belief in equality, BHCL extends workplace accessibility as a core principle, particularly for individuals with disabilities. Our dedication is reflected in the accessibility of all our facilities and offices, ensuring inclusivity for employees with disabilities.

From the ground up, our utilities have been meticulously planned with the needs of employees with disabilities in consideration.

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

Equal opportunity is a principle that the Company firmly upholds and is enshrined within our code of conduct that is accessible at <http://www.bajajhealth.com/wp-content/uploads/2020/05/Code-of-Conduct.pdf>.

BHCL is committed about eliminating discrimination and preserving everyone's access to opportunities. Every employee and worker is urged to reach their full potential and make a significant contribution to the successes of the company.

In order to put this commitment into practise, we adamantly refuse any sort of discrimination or unfair treatment in the realms of hiring, training, promotion, compensation, and all other aspects of employment. We always base our selections on an individual's merit, qualifications, and job-related performance. We vehemently reject the consideration of non-job-related attributes, including but not limited to:

- Race, color, ethnicity, or national origin
- Gender or gender identity
- Sexual orientation
- Age
- Religion
- Disability
- Veteran status
- Any other legally protected status

It is essential to understand that making hiring decisions on these characteristics is illegal under the legislation of numerous countries as well as our own standards. We hold ourselves accountable to impartiality and are resolute in granting capable individuals the opportunity to nurture their skills and progress within our organization.

In accordance with our commitment, the Company is committed to maintaining all applicable laws that guarantee equal employment opportunities. This commitment is made on behalf of all individuals working on Company operations.

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

Gender	Permanent employees		Permanent workers	
	Return to Work rate	Retention rate	Return to Work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent workers	No
Other than Permanent workers	No
Permanent employees	No
Other than Permanent employees	No

In order to foster an environment that values equity, openness, and transparency, BHCL actively encourages its employees & workers to express opinions. BHCL empowers its employees & workers to work without fear of discrimination, gender disparity, or harassment of any kind.

BHCL uphold "The Whistle-blower Policy," which was created as a way for employees and workers to open up anonymously and with confidence about problems or to report them with the knowledge that they won't face retaliation.

Employees can raise their complaints to the HR manager or to their immediate supervisors. We make sure that every complaint is given careful consideration and addressed consistently using an impartial, private, and open method.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in Respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	1063	29	2.73%	1052	0	0%
Male	985	29	2.94%	963	0	0%
Female	78	0	0%	89	0	0%
Total Permanent workers	110	110	100%	113	110	97.35%
Male	110	110	100%	113	110	97.35%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and Safety measures		On skills up gradation		Total (D)	On Health and Safety measures		On skills up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	985	985	100%	0	0%	963	963	100%	0	0
Female	78	78	100%	0	0%	89	89	100%	0	0
Total	1063	1063	100%	0	0%	1052	1052	100%	0	0%
Workers										
Male	110	110	100%	0	0%	113	113	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	110	110	100%	0	0%	113	113	100%	0	0%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	985	985	100%	963	963	100%
Female	78	78	100%	89	89	100%
Total	1063	1063	100%	1052	1052	100%
Workers						
Male	110	110	100%	113	113	100%
Female	0	0	0%	0	0	0%
Total	110	110	100%	113	113	100%

10. Health and safety management system:

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

Our people's vital contribution was crucial in shaping BHCL into its current form, and this trend will continue in the future. A thorough structure for health and safety management has been implemented by BHCL across all of its operations. Our focus is on preventing mishaps through proactive measures. To address major hazards including machinery operation and driving protocols, necessary training and awareness activities are done. We remain resolute in our commitment to providing a work environment that is not only secure and sound but also encourages the well-being of every individual, with a workforce distinguished by its proficiency and diversity.

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

The unwavering objective of BHCL is to provide a safe workplace that promotes wellbeing. This is done by reducing the possibility of accidents, illnesses, and exposure to health risks while scrupulously following to the relevant legal and regulatory standards governing workplace safety.

We conduct thorough inspections on a regular basis to assess how well our occupational health and safety management systems are working. Our strategy for controlling health and safety risks is built on a carefully thought-out framework that is intricately integrated into our Occupational Health & Safety Management System. Each unit has an internal evaluation process in place to guarantee continued performance scrutiny.

BHCL also provides a variety of amenities at both its manufacturing facilities and corporate offices, including great ventilation, clean facilities, frequent safety inspections, easy access to emergency exits, and first aid supplies that are always on hand.

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

Yes. We have established defined incident and hazard reporting procedures at each of our sites, ensuring that incidents involving safety are promptly recorded. This includes a variety of incidents, such as but not limited to injuries, near misses, and road accidents. These protocols act as a crucial tool, allowing the workforce to quickly identify such incidents and take the necessary action to remove themselves from such circumstances.

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

Yes, the employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Our primary concerns are the safety and well-being of our employees. Our company is committed to providing products of the highest quality while following environmental and safety standards. This goal is reinforced by our commitment to a collaborative style of working, where accountability is shared and active participation is fostered across all levels of our workforce, strengthening a strong safety culture that pervades all facets of our company's operations.

A determined effort is being made to reduce reportable occurrences, reduce injuries, and keep a close eye on how safely our various sites are performing. We provide necessary personal protection equipment to our workers and employees, and we strengthen their comprehension through in-depth awareness training programmes. Each site's management seizes the initiative to carry out through workplace inspections and diligently identify potential hazards.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%
Working Conditions	100%

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

As the assessment revealed no substantial risks, there is no need for any corrective measures to be taken.

LEADERSHIP INDICATORS

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

Yes. We have a Group Accidental Policy, Term Plan and Workmen Compensation Policy for all workers.

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

We are meticulous in our dedication to deduct and deposit all relevant statutory dues in adherence to the applicable regulations governing transactions. This process is subjected to thorough scrutiny during both our internal and statutory audits. It is our anticipation that our value chain partners share our commitment to ethical business practices, emphasizing principles of responsibility while valuing transparency and a strong sense of accountability.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, we provide transition assistance programs to facilitate continued employability and the management of career endings resulting on termination of employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100%
Working Conditions	100%

As per the Company's policy, the company has considered a major vendor/critical vendor from which they procure more than 50% of raw material required for a single products. And 100% of such critical vendor's assessments for environment, health & safety, labor rights, Privacy, crisis & continuity are undertaken.

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.

As the assessment revealed no substantial risks, there is no need for any corrective measures to be taken.

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

ESSENTIAL INDICATORS

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

The company has a clear understanding of the vital significance of proactive stakeholder engagement and analysis, acknowledging their pivotal role in effectively handling social risks and fulfilling responsibilities while also developing positive relationships and instilling unwavering trust. Our ability to identify key stakeholder groups is based on a variety of variables that profoundly affect our industry. The principles of inclusivity, materiality, and responsiveness serve as the basis for the stakeholder identification and prioritisation process. Essentially, any entity, whether it be an individual, a group, or an institution, that adds value to the dynamic structure of our business is given the position of a core stakeholder. This includes employees, shareholders, investors, suppliers, customers, channel partners, key partners, regulators, lenders, research analysts, communities, non-governmental organizations, among others.

The company's approach is based on tailored engagement strategies that are meticulously developed for every distinctive stakeholder group. This approach helps to identify and address stakeholder concerns when combined with our robust feedback mechanisms and multiple stakeholder engagement channels. Our regular engagement rhythm, which stands out by its regularity, has given us the opportunity to forge enduring relationships with our stakeholders. This achievement has been made possible by our strong understanding of their expectations and our unwavering commitment to fulfilling them.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Shareholder meets, Email, Stock Exchange (SE) intimations, investor meet/ conference calls, annual report, quarterly results, media releases and Company website	Ongoing	<ul style="list-style-type: none"> To answer investor queries on financial performance To present business performance highlights to investors To discuss the business outlook
Customers	No	Website, Customer plant visits, Email, Enquiry Forms, Customer surveys	Ongoing	Product quality and availability, Resolving grievances, feedbacks, Safety awareness and safe use of products
Government and Regulatory Bodies	No	Websites, Emails, Meetings, Submissions through online Regulatory portals or direct submissions to Regulatory office	Ongoing	Policy and Regulatory Matters, Filing of Returns, Grant and maintenance of licenses to manufacture and market Company's products, and other regulatory approvals
Employees	No	Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal communication One-on-one interaction	Ongoing	<ul style="list-style-type: none"> Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues. Career Progression.
Communities & NGO	Yes	Meets of community / local authorities / location heads, community visits and projects, partnership with local charities, NGO volunteerism, seminars/ conferences	Ongoing	Carrying out CSR programmes or activities with aim of demonstrating care for the community by focusing on education, skill development, health & wellness, and environment sustainability including biodiversity, energy & water conservation.

LEADERSHIP INDICATORS

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

We have a committee to discuss shareholders' and investors' issues called the Stakeholder Relationship Committee. With the help of consistent and proactive engagement, the company has been able to better communicate its strategies and performance to its key stakeholders. While expectations are aligned through ongoing engagement, the company is better able to serve its stakeholders.

Our Departmental heads regularly communicate with their internal and external stakeholders as part of business practise, and they share stakeholder insights with senior management and then with board members to take the necessary measures and actions. Also, the CSR Committee maintains regular contact with the local communities to gain insight into their concerns and issues, as well as to address any problems.

Additionally, we have a mechanism set aside for our shareholders and investors wherein they can communicate with us by sending an email on investors@bajajhealth.com

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

With an array of stakeholder groups, including internal and external stakeholders, we encouraged meaningful interaction. This comprehensive interaction helped us collect a wide range of information that was essential to identifying and rating the sustainability issues most important to our operational landscape.

This extensive involvement with our stakeholders has resulted in a direct impact on the identification of material difficulties. Guided by this dynamic engagement, we have also drawn ambitious paths for our sustainability journey, firmly anchoring our aspirations within our strong sustainability targets.

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

The Company places a high value on intensifying stakeholder interaction and demonstrating acute responses to their requirements and expectations. To this purpose, a variety of projects have been launched with the goal of establishing relationships with marginalised stakeholders that reside close to the Company's operational locations. These projects support our commitment to comprehensive

involvement and community upliftment by spanning important sectors including Community Health Care, Sanitation and Hygiene, as well as Education and Knowledge Enhancement.

PRINCIPLE 5- Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1063	1063	100%	1052	1052	100%
Other than permanent	68	68	100%	0	0	100%
Total Employees	1131	1131	100%	1052	1052	100%
Workers						
Permanent	110	110	100%	113	113	100%
Other than permanent	775	775	100%	499	499	100%
Total Workers	885	885	100%	612	612	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	985	323	32.79%	662	67.21%	963	287	29.80%	676	70.20%
Female	78	32	41.03%	46	58.97%	89	23	25.84%	66	74.16%
Other than permanent										
Male	58	18	31.03%	40	68.97%	0	0	0%	0	0%
Female	10	3	30%	7	70%	0	0	0%	0	0%
Workers										
Permanent										
Male	110	0	0%	110	100%	113	0	0%	113	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent										
Male	775	125	16.13%	650	83.87%	499	147	29.46%	352	70.54%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD) -Excluding Independent Directors	5	674.23 Lakhs	1	11.09 Lakhs
Key Managerial Personnel	3	395.16 Lakhs	0	0
Employees other than BoD and KMP	1,043	3,030.94 Lakhs	88	105.79 Lakhs
Workers	885	205.73 Lakhs	0	0

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

The importance of human rights is strongly engrained in the way we operate. Furthermore, we are well aware of potential obstacles that can appear and obstruct our efforts to create a safe workplace free from any sort of discrimination or unethical behaviour. Hence, we have put in place a strong "Whistle-Blower Policy" as part of our unwavering commitment to providing constant value to all stakeholders and upholding the highest standards of integrity, honesty, and ethical conduct across all operational fronts. This policy gives stakeholders a way to report instances of unethical behaviour, actual or suspected fraud, or violations of our company's code of conduct that can have a negative impact on our operations, financial performance, or reputation.

To oversee such human rights-related aspects, Mr. Anil C. Jain, our esteemed Managing Director, holds the responsibility as the focal point, reaffirming our dedication to upholding these principles.

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

We have a mechanism in place to address complaints about human rights issues. The company promotes the open-door policy, which allows employees & workers to speak with their Head of Department or HR head any issues they have and later representing the case to Senior Management. Additionally, complaints can be reported through the Whistle Blower Policy and Prohibition of Sexual harassment at workplace.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has consistently attempted to establish an environment free from discrimination and has always believed in providing every employee a secure and harassment-free workplace through a variety of practises.

In order to maintain a work atmosphere devoid of sexual harassment, whether it be physical, verbal, or psychological, all employees are treated with dignity. According to the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has a policy in place on prevention, prohibition, and redress of sexual harassment for women at the workplace.

To address allegations of sexual harassment, an Internal Complaints Committee (ICC) has been established in accordance with the law. All complaints related to sexual harassment are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality and there are defined procedures to protect complainant from any retaliatory actions.

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

Yes, in certain business agreements and contracts where relevant

9. Assessments for the year:

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

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

As the assessment revealed no substantial risks, there is no need for any corrective measures to be taken.

LEADERSHIP INDICATORS

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

Not Applicable, as there were no grievances or complaints brought forward regarding Human Rights principles and guidelines during the stated period.

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

Every employee is expected to abide by the code of conduct that the company has established. Numerous human rights concerns, including those related to anti-bribery and anti-corruption laws, etc. are mentioned in the employee code of conduct. We also implement the necessary precautions for prevention and mitigation, and we keep an eye on their efficacy. Through a variety of training programmes, the company also frequently raises awareness of human rights issues among its workers and employees.

Due diligence on exclusively human rights issues has not yet been done. We intend to implement it in the upcoming years so that we can recognise and evaluate potential impacts of our operations on human rights before beginning a new activity or commercial connection and whenever operational adjustments take place.

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

Yes, we strongly promote equal opportunities for everyone and recognise the value of a diverse and equitable workplace. The registered/corporate offices are located in a commercial premises with ramps/elevators and other accessibility features for visitors with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

As per the Company's policy, the company has considered a major vendor/critical vendor from which they procure more than 50% of raw material required for a single products. And 100% of such critical vendor's assessments for environment, health & safety, labor rights, Privacy, crisis & continuity are undertaken.

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

As the assessment revealed no substantial risks, there is no need for any corrective measures to be taken.

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	89,600,382,000 KJ	67,739,558,000 KJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	37,697,816,988 KJ	37,320,024,884 KJ
Total energy consumption (A+B+C)	127,298,198,988 KJ	105,059,582,884 KJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	18.91	15.45
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

No. The PAT Scheme is not applicable to our company's business.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	103857	70876
(ii) Groundwater	36860	39612
(iii) Third party water	95665	112995
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	236382 KL	223483 KL

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	236382 KL	223483 KL
Water intensity per rupee of turnover (Water consumed / turnover)	3.51	3.29
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

Within BHCL, we have established a robust waste management framework that effectively addresses the sustainability challenges inherent to our industry. Every facet of our manufacturing processes is approached with a conscious effort to minimize waste generation. Our waste management strategy includes collection, segregation, recycling, and a scientifically guided disposal approach.

As part of our continuous drive to improve environmental performance and reduce natural resource consumption, some of our manufacturing sites are equipped with effluent treatment plants to process the wastewater generated during production processes. This treated water is then repurposed for internal ancillary operations, including site gardening and cooling tower usage, after undergoing treatment at the effluent treatment site.

Approximately 65% of the wastewater generated in our plants is reclaimed, recycled, and repurposed, leading to a reduction in the demand for fresh water. Additionally, the recovery and reuse of steam condensate have contributed to a decrease in fresh water consumption. We are further exploring avenues to enhance the capabilities of our effluent treatment plant, with the aim of utilizing treated water for internal operations.

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

	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	ug/m3	9.3	16.19
Sox	ug/m3	12.1	11.3
Particulate matter (PM)	ug/m3	92.6	67.9
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others – please specify	-	-	-

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

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	8188.64	8553.83
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover		1.22	1.26
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.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

BHCL continuously aims to reduce its emissions through ongoing process improvements and implementing latest available technology and industry best practices. The company has implement following initiatives to reduce GHG emissions across its operations:

- Commissioned low pressure steam turbine. This works on back pressure of steam boiler & generates electrical power of 100 KW/HR.

- Installed Solar Panels of capacity of 700 KW in vacant land of factory premises.
- To prevent heat loss replaced old insulation of reactors and cold well of brine storage tank.
- Installed softener plant capacity of 10 M3/HR to improve cooling water quality and efficient running of chilling plant. This prevents scaling & ensure better heat transfer & saves energy.
- Installed DM plant to improve boiler feed water quality and run efficiently. This saves scaling in tubes & enhances life of boiler tubes.
- Replaced the condenser of Brine Plant 2 by higher capacity to run machine efficiently.
- Replaced steam trap by float type. This controls live steam wastage & helps improving steam savings.
- Cooling tower blades replaced by new designed FRP Pumps.
- For distillation column, old structured packing replaced with new one.
- Mercury vapour lamps replaced by LED Lamps.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	26.57	27.07
E-waste (B)	0.0327	0.0225
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	60.7	40.1
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any.(G)	129.52	308.50
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	540	604
Total (A+B + C + D + E + F + G + H)	756.82 MT	979.69 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	1159.6	1040.32
(iii) Other recovery operations	0	0
Total	1159.6 MT	1040.32 MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1490.95	864.7
(ii) Landfilling	667.9	561.75
(iii) Other disposal operations	0	0
Total	2158.85 MT	1426.45 MT

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.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

9. 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.

BHCL maintains standard operating procedures for waste handling, adhering to the regulations stipulated by CPCB / SPCB, and is unwavering in its commitment to utilizing environmentally responsible methods for waste disposal. Each manufacturing facility of BHCL is equipped with its dedicated Effluent Treatment Plant, ensuring that waste discharge aligns with the norms set by relevant pollution control boards and government agencies.

The Company has adopted a waste management plan, with a comprehensive approach to waste minimization, segregation, and secure disposal. It has categorized various waste types generated from diverse processes, and integrated a procedural framework of handling the waste within the waste management plan.

As part of our ongoing resource optimization and waste minimization process, the Company has embarked on a series of initiatives aimed at minimizing waste generation within our manufacturing processes. Notably, the Company has achieved the elimination

of hazardous waste landfilling from its operations, signifying a substantial achievement. All non-hazardous waste, encompassing materials like plastic, paper, wood, glass, and metal, is systematically routed for recycling, underscoring our commitment to sustainable practices.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Our manufacturing facility and offices do not fall in or around ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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During the reporting period, Our Company has not conducted any environment impact assessment.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes. The company is compliance with the applicable environmental law/ regulations/guidelines in India.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	3,492,126,000 KJ	3,004,884,000 KJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,492,126,000 KJ	3,004,884,000 KJ
From non-renewable sources		
Total electricity consumption (D)	86,108,256,000 KJ	64,734,674,000 KJ
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	37,697,816,988 KJ	37,320,024,884 KJ
Total energy consumed from non-renewable sources (D+E+F)	123,806,072,988 KJ	102,054,698,884 KJ

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.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	103857	70876
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	36860	39612
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iv) Sent to third-parties	95665	112995
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	236382 KL	223483 KL

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.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

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

(i) Name of the area

Bajaj Healthcare Ltd.

(ii) Nature of operations

Manufacturing of Pharmaceutical products

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	103857	70876
(ii) Groundwater	36860	39612
(iii) Third party water	95665	112995
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	236382 KL	223483 KL
Total volume of water consumption (in kilolitres)	236382 KL	223483 KL
Water intensity per rupee of turnover (Water consumed / turnover)	3.51	3.29
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	103857	70876
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	36860	39612
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	95665	112995
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	236382 KL	223483 KL

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.

The company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

4. **With respect to the ecologically sensitive areas reported at Question 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

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Energy	Installed Solar Panels of capacity of 700 KW in vacant land of factory premises	Energy is generated from installed solar panels and helps us to reduce tons of CO2 emissions per year
2	Softener Plant	Installed Softener Plant with capacity of 10 M3/HR to improve cooling water quality and efficient running of chilling plant	It prevented scaling & ensure better heat transfer, and saves energy
3	Low Pressure Steam Turbine	Installed low pressure steam turbine at our manufacturing site.	This works on back pressure of steam boiler and generate electrical power of 100 KW/HR

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

Yes, the Company acknowledges the importance of business continuity within its operations. With the collective agreement of the board of directors, it has developed a comprehensive business continuity and disaster management plan, within its Risk Management Policy. This plan is designed to effectively deploy and manage through scenarios encompassing emergencies, disasters, crises, and potential business interruptions, etc. The Company has established business continuity and on-site emergency plans for all its locations, thus fortifying its readiness to manage a diverse range of situations.

This business continuity plan stands as a dynamic blueprint, empowering the Company to promptly respond to situations that may arise due to natural calamities or unprecedented events capable of disrupting normal business operations.

BHCL's main objective centers around ensuring seamless business continuity while maintaining a zero negative impact on society, the environment, stakeholders, and the economy. To ensure the realization of this goal, the Company continuously refines its existing plan by incorporating insights and observations from disruptions encountered during unprecedented situations such as the pandemic.

7. **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 such incident has being reported/informed to us.

PRINCIPLE 7- Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

The Company has affiliations with 4 (Four) trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	The Associated Chambers of Commerce and Industry (ASSOCHAM)	National
3	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National
4	Federation of Pharmaceutical and Allied Products Merchant Exporters (FPME)	National

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
During the FY, no adverse orders from any regulatory authorities have been received in relation anti-competitive conduct.		

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 (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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We forge strong collaborative ties with diverse trade and industry associations, alongside engaging with bodies that represent our industry's interests to both governmental entities and regulators. Our approach to policy advocacy is characterized by transparency and responsibility, guided by a commitment to safeguarding not only our own interests but also the broader national welfare.

PRINCIPLE 8- Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable
During the FY, there has been no requirement for the company to conduct any SIA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable
During the FY, there has been no projects undertaken by the company which has required any Rehabilitation & Resettlement of any local communities.

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

Being a socially conscious company, BHCL has been working on CSR projects and programmes with a variety of focus areas, including health and wellness, education, skill development, women's empowerment, hygiene and sanitation, and environmental sustainability, including biodiversity, energy, and water conservation, for the benefit of the intended beneficiaries and communities.

Company carries a register during its visit to the peripheral areas of its operating location. All community members have access to this register, which acts as a forum for resolving any concerns or queries they may have and enables them to file written complaints. Once reported, these problems are promptly addressed and resolved by the appropriate authority figures, fostering a culture of trust and collaboration in the community.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	24.54%	23.60%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (In INR)
1	Maharashtra, Gujarat & Rajasthan	Thane, Tarapur, Vadodara, Fatepur, Shikar	174.10 Lakhs

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
 (b) From which marginalized /vulnerable groups do you procure?
 (c) What percentage of total procurement (by value) does it constitute?

No, BHCL does not have a preferential procurement policy giving preference to purchase from suppliers comprising marginalized/vulnerable groups. The Company follows its standard Code of Conduct for all its Suppliers/partners.

4. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Development of School at Rajasthan through Taradevi Rameshwarlal Bajaj Trust (Registration number CSR00016254)	1500+	100%

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

ESSENTIAL INDICATORS

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

BHCL has provision of registering complaints / feedback from customers related to its products. Our website is having a tab 'Contact Us' followed by 'Enquiry Form' option (<http://www.bajajhealth.com/contact/>) in addition to other communication channels like Email, Courier, etc. wherein an individual can register the relevant details including 'product complaint/feedback'.

Further, the Company tracks and monitors all the customer submissions on regular basis and corrective measures are planned & implemented based on the complaints received. Also, any feedback from the customer is taken positively and action plans are refined to improve and update performance. The Company has uncompromising commitment to providing world -class products and services to its customers.

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

As a Percentage of total Turnover	
Environmental and social parameters relevant to the product	Not Applicable- No specific environmental and social parameters are relevant to our products, as they are pharmaceutical products prescribed by physicians.
Safe and responsible usage	100%- Our products are pharmaceutical medicines and drugs; consequently, all of our products include information such as guidelines on storage conditions, handling, dosage, expiry, etc.
Recycling and/or safe disposal	Not Applicable- While our Company does not explicitly state these particulars on its products, it diligently complies with all statutory requirements set forth by Pollution Control Boards, Extended Producer Responsibility, and similar entities.

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Yes. BHCL has a Risk Management Policy in place which covers the aspects of cyber security and risks related to data privacy for operational areas. We are committed to establishing and improving cyber security posture and minimizing exposure to such risks.

The policy is accessible at <https://www.bajajhealth.com/wp-content/uploads/2023/05/Risk-Management-Policy-1.pdf>

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.

During the year, there were no complaints received for issues pertaining 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.

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The Company's website provide details of our products & services which is accessible at <http://www.bajajhealth.com/#products>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The products of our company pharmaceutical medicines and drugs; considering the same all of our products include information such as guidelines on storage conditions, handling, dosage, expiry, etc

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

As per the guidelines of National Pharmaceutical Pricing Authority, the Company discloses discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the appropriate Authority.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No, we do not display product information on the product over and above what is mandated as per local laws.

Also, the Company regularly carries out consumer surveys through feedback forms.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of customers

Not Applicable

During the FY, there were no instances of data breach were reported.