



Abbott India Limited
Godrej BKC, Plot C-68, "G"Block,
15-16th Floor, Bandra-Kurla Complex,
Near MCA Club, Bandra (E),
Mumbai - 400 051. India

Registered Office:
3, Corporate Park,
Sion Trombay Road,
Mumbai - 400 071.India

Tel: (91-22) 5046 1000/2000
Fax : (91-22) 5016 9400
E-mail : webmasterindia@abbott.com
Website : www.abbott.co.in
CIN: L24239MH1944PLC007330

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

July 14, 2023

Scrip Code: 500488

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report for the year ended March 31, 2023 as per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the year ended March 31, 2023.

You are requested to take the same on record.

Thank you.

Yours faithfully,
Abbott India Limited

Vivek V Kamath
Managing Director
DIN: 06606777

Encl: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A : GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L24239MH1944PLC007330
2.	Name of the Company	Abbott India Limited
3.	Year of incorporation	1944
4.	Registered office address	3, Corporate Park, Sion-Trombay Road, Mumbai-400 071
5.	Corporate office address	15-16 th Floor, Godrej BKC, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051
6.	E-mail	investorrelations.india@abbott.com
7.	Telephone	+91 022 5046 1000/2000
8.	Website	www.abbott.co.in
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital	₹ 21,24,93,020/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report	Name : Vivek V Kamath Designation : Managing Director Telephone No. : +91 022 5046 1000/2000 E-mail ID : investorrelations.india@abbott.com
13.	Reporting boundary	Standalone basis

II. List of Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Company
1.	Pharmaceuticals	Manufacturing, marketing, sale and distribution of Pharmaceuticals	100%

15. Products/Services sold by the Company (accounting for 90% of the Company's Turnover) :

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Pharmaceuticals	21002	100%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	1	7	8
International	NA	1	1

17. Markets served by the Company :

a. Number of locations

Locations	Number
National (No. of States)	28 States, 8 Union territories
International (No. of Countries)	4 Sri Lanka, Nepal, Maldives and Bhutan

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

1.3%



c. A brief on type of customers

Customers are the key stakeholders for the Company. Our customers include distributors, stockists, healthcare professionals, hospitals, government institutions and online pharmacies.

IV. Employees

18. Details as at the end of financial year : 2022-23

a. Employees and Workers (including differently abled) :

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	3,472	3,140	90.4%	332	9.6%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D + E)	3,472	3,140	90.4%	332	9.6%
Workers						
4.	Permanent (F)	228	211	92.5%	17	7.5%
5.	Other than Permanent (G)	149	118	79.2%	31	20.8%
6.	Total Workers (F+G)	377	329	87.3%	48	12.7%

b. Differently abled Employees and Workers :

The Company does not seek or track this data.

19. Participation/Inclusion/Representation of Women :

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	3	33.3%
Key Management Personnel	3	1	33.3%

20. Turnover rate for Permanent Employees and Workers :

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.8%	22.3%	17.3%	9.7%	17.9%	10.5%	4.8%	10.1%	5.2%
Permanent Workers	0.5%	-	0.4%	0.5%	-	0.4%	-	-	-

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

21. (a) Names of Holding/Subsidiary/Associate Companies/Joint Ventures :

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by the Company	Does the Company indicated at Column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Abbott Capital India Limited, UK	Holding	50.45%	No

VI. CSR Details

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

(ii) Turnover (in ₹) : ₹ 5,284.86 Crores

(iii) Net worth (in ₹) : ₹ 3,188.54 Crores

Business Responsibility and Sustainability Report (Contd.)

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			FY 2021-22		
		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	Yes	-	-	-	-	-	-
Shareholders	Yes The Investor Grievance Redressal Mechanism is available on the website of the Company at https://www.abbott.co.in/investor-relations.html	18	-	-	17	-	-
Employees and Workers	Yes The same is available on Company's intranet portal.	38	4	-	29	6	-
Customers	Yes	446*	-	-	570*	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

*Complaints/Correspondence from patients received through website, e-mail and healthcare professionals etc., are also included.

24. Overview of the Company's material responsible business conduct issues :

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
1.	Innovating for access and affordability	Opportunity	Build an innovative portfolio to address unmet health needs at an accessible price point, to reach more people across geographies.	<p>We continue our focus on building comprehensive product portfolios through lifecycle management of current brands to address the health needs of more people. We are looking to expand into allied therapy areas and entering various new therapies in the segments where we are currently present.</p> <p>We strive to be among the first to launch new off-patent and differentiated medicines as well as continuing to expand a pipeline of products in key therapeutic areas.</p>	Positive



Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
2.	Water and Wastewater Management	Risk	Abbott is committed to responsible water use in the communities where we operate. We work to minimize the impact we have on the quality and quantity of local water sources at our plant and offices. We aim to establish initiatives that address the most pressing local needs whether that's quality, quantity or other concerns for those who rely on this precious natural resource.	<p>For example, excessive bleeding after childbirth accounts for nearly 20% of maternal deaths in India. The existing treatment of choice needed to be kept in cold storage, which can prove difficult in rural areas in India. To address this challenge, in 2020 Abbott partnered with Ferring to release a novel, room temperature stable, single-dose formulation of the medicine of choice for excessive post-birth bleeding, carbetocin.</p> <p>We perform an annual mapping process to understand where the water we use comes from, how it is treated and discharged and the impacts our operations have on local basins. We reduce withdrawals by recycling and reusing water and we have developed a comprehensive approach to water management. For example, our Goa plant treats its wastewater and reuses it for our own gardening purpose.</p> <p>Our process centers around four principles :</p> <ul style="list-style-type: none"> • Reduce : Work to improve water use efficiency in our operations; • Prevent : Manage water discharges that could adversely impact human health or the environment; • Educate : Emphasize on educating our employees and suppliers the importance of protecting groundwater and other water resources vulnerable to overuse or contamination and the role they play in doing so; • Engage : Develop and apply key water management principles and best practices across our Company. 	Negative

Business Responsibility and Sustainability Report (Contd.)

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
3.	Packaging and Waste Management	Opportunity	<p>We recognize the impact our packaging can have on the environment and we work to reduce the impact of our products and services, including the waste they produce throughout their lifecycle.</p> <p>Responsibly handling the waste we create is a central tenet of Abbott's commitment to extended the waste management responsibility.</p>	<p>Our waste management strategy commits us to finding ethical, economical and efficient ways to reduce the volume and potential hazardous characteristics of our waste and helps ensure proper disposal practices.</p> <p>It also goes further, with a commitment to maximize recovery of resources and improve operating efficiency while reducing environmental risks and impacts.</p> <p>Our aim is to design to reduce waste and minimize consumption of raw materials. We are working to extract additional value from waste materials through processes such as incineration for energy, recycling and beneficial use.</p> <p>We maintain a comprehensive approach to managing and reducing our waste footprint. At the same time, those responsible for working with waste in manufacturing are trained in handling materials safely and mitigating negative impacts.</p> <p>Our plant is certified as Zero Waste to Landfill (ZWL) facility which means no waste is disposed off through landfill. Mumbai BKC office was certified under non-manufacturing ZWL Program in 2022.</p>	Positive
4.	Energy and Emissions Management	Opportunity	<p>Reducing climate impact is important for a healthy planet. We are working to deliver results against near-term science-based targets to reduce carbon emissions.</p> <p>Our operational activities produce Scope 1 (direct) and 2 (indirect) emissions. Abbott India is also supporting the science-based environmental targets set for Abbott globally for 2030.</p>	<p>We maintain a comprehensive program for recording and reducing energy and air emissions.</p> <p>These programs focus on energy efficiency in manufacturing operations, low-carbon energy investments, transportation fleet efficiency and supply chain carbon footprint.</p>	Positive



Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
				<p>We carry out air emission monitoring and ambient air monitoring through Government approved third parties.</p> <p>We have switched over from diesel to diesel + natural gas (dual fuel) as cleaner fuel.</p>	
5.	Product Quality	Opportunity	People depend on Abbott products to get and stay healthy; we must build and retain their trust, so delivering high quality, safe products is our number one priority.	<p>We have quality processes in place for our products and services and we are committed to continually assessing and improving those processes as information, technologies and practices evolve. We also work with our suppliers to promote the same commitment to quality and safety, through qualification programs, audits and other tools.</p> <p>Abbott's Quality Management System (QMS) model and metrics are reviewed to track site, business and company-level performance. We analyze root causes for performance indicators and take appropriate corrective actions, as and when needed.</p>	Positive
6.	Talent-Build the diverse, innovative workforce of tomorrow	Opportunity	Our ability to build a healthy, sustainable future, depends on the innovative ideas, execution and dedication of a diverse workforce. In return, Abbott provides an environment that helps all employees learn and grow in careers that matter, where they can bring their best selves to work each day.	Our talent management approach focuses on attracting, retaining, engaging and developing a diverse workforce ready for tomorrow's challenges. When you join Abbott, you are part of a community of employees doing purposeful work in an environment where everyone can bring their true self to work every day.	Positive
7.	Advance health equity through partnership.	Opportunity	In India, we are working towards advancing access to quality and affordable healthcare through operationally and financially sustainable models of care. Towards our goal of helping people live healthier and fuller lives, we strive to find measurable ways to improve access and health outcomes with scientific and technical expertise.	In partnership with Self-Employed Women's Association and AmeriCares, we are building physical and tech-enabled healthcare infrastructure to serve low-income communities, improving community awareness of infectious and non-communicable diseases and providing training and resources to help decentralize care and bring people into the care system early.	Positive

Business Responsibility and Sustainability Report (Contd.)

Sr. No.	Material issue identified	Risk or Opportunity	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial Implications
8.	Removing barriers to health	Opportunity	<p>Our goal is to break down barriers that may keep people from living healthy.</p> <p>We work to remove barriers to health such as living in a rural area to make it easier for you to see a doctor, get the care you need and better understand how to live healthy.</p>	<p>By 2025, there will be 1.1 billion women experiencing menopause in the world. We recently launched a campaign to debunk misconceptions and spark more conversations about menopause. Abbott invited women to share their experiences of menopause in The Next Chapter, a collection of stories from women living in China, India, Mexico and Brazil. There have been 3,10,000+ visits to The Next Chapter digital hub and 70,000+ downloads of the e-book. We also developed materials to support healthcare professionals in changing the conversation on menopause.</p> <p>Also, Abbott supports independent menopause centers in India to empower women going through menopause. The centers (India : 780) include information to help women navigate menopause, from live educational sessions driven by doctors to brochures and webinars and these women can get care by doctors specialized in women's health.</p>	Positive

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

The NGRBC has brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below :

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes									
1. a. Whether your Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web-link of the policies, if available	These policies are available on https://www.abbott.co.in/investor-relations.html . Policies pertaining to P1, P3 and P9 are uploaded on the intranet portal of the Company.								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Some of our policies, depending upon relevance, are extended to partners.								
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 Company and mapped to each principle.	No								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	As per Annexure 1								
6. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	As per Annexure 1								
Governance, Leadership and Oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements :	<p>At Abbott, our approach to sustainability starts with the people we serve. As a healthcare Company, the biggest impact we can have is living our purpose to help people live better and healthier lives. We achieve this through the way we operate and by providing quality products and offerings. We aim to deliver sustainable and responsible growth that improves lives and creates value in communities around the world.</p> <p>Our Abbott global 2030 Sustainability Plan (https://www.abbott.com/responsibility/sustainability.html) is focused on designing access and affordability into our life-changing technologies and products. Our goal is to improve the lives of more than 3 billion people by decade's end-reaching 1 billion more than we do today, each year. That will require innovating for access and affordability from the first day of research and development. We are also working across our business and in partnership with others to break down barriers and bring these innovations to the people who need them. Abbott India is aligned to contribute to said Sustainability Plan.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Vivek V Kamath Managing Director								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes Vivek V Kamath Managing Director								

Business Responsibility and Sustainability Report (Contd.)

10. Details of review of NGRBCs by the Company :

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/ any other Committee									Frequency (Annually/Half yearly/Quarterly/any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action					Yes														Annually at the time of approval of Business Responsibility and Sustainability Reporting
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Yes														Annual basis

	P1	P2	P3	P4	P5	P6	P7	P8	P9	
11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										Our policies are reviewed internally on a periodic basis. No review is conducted through external agency.

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 Company does not consider the principles material to its business (Yes/No)									
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company 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 DISCLOSURES

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 2022-23 :

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 (“BOD”)	8	As a part of Board familiarization programs, sessions are held during the year on the strategy, business operations, ethics and compliance policies, financials, risk management, internal controls and compliances, CSR and ESG and EHS initiatives and projects.	100%



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
Key Managerial Personnel	1	<ul style="list-style-type: none"> Code of Business Conduct Global Anti-Corruption Product Quality Complaint and Adverse Event Reporting at Abbott Protecting Sensitive Data 	100%
Employees other than BOD and Key Managerial Personnel		<ul style="list-style-type: none"> Understanding Trade Sanctions (training on this topic allocated to select eligible employees) Abbott Enterprise Cybersecurity Certification for Code of Business Conduct, Confidential Information and Conflict of Interest 	
Workers	1	Certification for topics as under : <ul style="list-style-type: none"> Code of Business Conduct Confidential Information Conflict of Interest 	100%

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

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

4. Does the Company 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. Abbott India has adopted Abbott global Anti-Corruption policy and the same is available on the intranet portal of the Company.

Our Code of Business Conduct, available in 29 languages, is foundational to ethical conduct at Abbott. Every employee is required to read and certify adherence to the code annually. This and other policies are designed to align with laws, regulations and industry guidelines. Our Global Anti-Corruption Policy, which has been adopted locally by Abbott India, prohibits bribery and corruption in any form. Employees complete annual training on this and other related policies. All third parties (for example, distributors, dealers, wholesalers, resellers and marketing partners promoting and selling Abbott products) with whom Abbott works are expected to hold themselves to the same ethical and legal compliance standards as Abbott does; and we detail our expectations in our Third-Party Guidelines. Our process requires Abbott businesses, subsidiaries and affiliates outside the U.S. to complete diligence before engaging third parties, including screening suppliers, identifying high-risk partners and monitoring and mitigating potential risks.

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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	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of Complaints with regards to Conflict of Interest :

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
No. of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

NIL

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 Company, respectively :**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	53%	25%	<p>For FY 2022-23</p> <ul style="list-style-type: none"> - Solar PV panel for Green power resulted in reduction of CO2 emissions and cost; - Additional dust extraction systems to help reduce safety explosion risk along with improved industrial hygiene of shop floor employees; - Close loop powder transfer system to help enhance industrial hygiene of shop floor employees; - ETP upgrade with pretreatment and multi disk screw press to help ensure better control of parameters and reduction in moisture content of sludge help us to reduce cost; - Brine chiller with Eco friendly refringent having a lower global warming potential; - Sprinkler system for material store. <p>For FY 2021-22</p> <ul style="list-style-type: none"> - Dust extraction system to help reduce safety explosion risk along with improved industrial hygiene at shop floor; - New occupational health center with ambulance containing medical equipment; - New granulator with 12 pressure rating and closed powder transfer system to help increase industrial hygiene; - New coating machine with emission control devices; - Converted existing diesel power generator to use natural gas partially to help reduce carbon emissions.



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

Yes. Abbott has been working on increasing the sourcing of local packaging materials, thereby reducing the need for transportation and the resultant vehicular emissions. For example, the bottles for liquid products are pre-sleeved and procured locally from a vendor close to the plant. There has been increasing focus on localizing the supply chain through the alternative vendor development process.

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

Approximately 27% of the materials were purchased from local suppliers at Goa.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

Abbott focuses on the 3Rs—namely reduce, recycle and reuse. Hazardous waste and sludge are dispatched to cement factories which utilize these as fuel for manufacturing cement, thereby recovering energy. Other non-hazardous waste like paper, glass, metals, etc., are sent to approved vendors for recycling. The Goa plant retains its certification of Zero Waste to Landfill (ZWL) which means no waste is disposed of through landfilling, protecting the environment from degradation.

The Company has engaged an authorized recycler for E-waste disposal. Other waste such as biomedical waste is sent to a vendor authorized by the Pollution Control Board.

The Company adheres to the requirements of the Plastic Waste Management Rules, 2022 as laid down by the Ministry of Environment, Forests & Climate change. The Company has entered into an agreement with waste management agencies for collecting and processing plastic packaging waste, across the states and union territories of India where it operates.

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

Yes, EPR is applicable to Abbott's activities and a waste collection plan has been submitted to the Central Pollution Control Board in line with EPR.

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 :

The Company cares for and is concerned about the health and well-being of its employees.

Our promise to each of our employees is to provide a workplace environment that :

- Offers extensive professional development, mentoring and training programs;
- Encourages and supports work-life harmony;
- Offers competitive compensation and benefits;
- Promotes diversity, equity and inclusion;
- Provides means to listen to employees;
- Commits to employee health and safety and offers wellness programs.

The India Wellness Program is a flagship program that covers initiatives around emotional, physical, financial and social wellness as the four key pillars of employee well-being and we continue to amplify it year on year.

Physical Wellness : Health check-ups, on-site doctor, vaccination drives and exercise challenges are programs that are provided for employees to focus on their physical health. We have an annual team challenge known as "Exercise Across Abbott" encouraging employees to form teams and publish daily exercise accomplishments.

Emotional Wellness : Wellness of the mind is as significant and essential as our overall wellness. The Company aims to support its employees on this journey by offering avenues where employees can learn from and leverage the knowledge of experts through a host of programs addressing various aspects of emotional well-being. MindStrong-a program targeted at building mental wellness and resilience, was launched as part of the India Wellness Program and has seen major success in 2022. In 2022, the initiative targeted sensitive issues like dealing with stress, sleep management, anger management, family and time management. A week in October 2022 was designated as the "Mental Health Awareness Week" wherein multiple programs and sessions were executed that encourage employees to be more open about mental wellness issues.

We also provide employees a dedicated Employee Assistance Program (EAP).

At Abbott, we recognize that the right help at the right time can help manage challenges or crises life may bring.

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The EAP was started with this aim in mind. It is an independent counselling and resource service sponsored by Abbott for its employees. Its features include :

- 24/7 availability for employees and their families via phone, e-mail or live chat;
- All calls answered by psychologists;
- Assistance for personal issues that could affect health;
- Counselling for work life balance, stress management, management skills and family support, including legal and financial information.

Financial Wellness : The Company arranges sessions with experts to educate employees on financial planning to enable them to understand the basics of retirement planning or planning for financial uncertainties/debt management, personal income tax awareness, etc.

Social Wellness : The Company believes in inculcating a culture where employees understand the broader sense of purpose. There are various initiatives that are run throughout the year that drive a sense of community and align employees towards the corporate social responsibility agenda.

Some initiatives under health and well-being in addition to the above-mentioned initiatives are :

1. **Work Life Harmony :** The Company offers flexible work schedules to enable employees achieve balance in their work and personal responsibilities. We view these initiatives not only as important tools for talent attraction and retention, but also as key components in our approach to diversity, equity and inclusion.
2. **Listening to our employees : Your Voice Counts.** At Abbott, it is important for us to get the pulse of how our employees feel. With this objective in mind the Company introduced “Your Voice Counts” survey. The survey is crucial to the Company as it helps to identify areas that our employees think are important. The survey is anonymous and is released to a sample set of employees on a quarterly basis.

Health and Safety

We are committed to keep our employees safe by preventing incidents in and around the workplace. We strive to maintain high standards of Environment, Health and Safety (EHS) practices. The Company has global policies and standards regarding how we manage employee health, safety and productivity while also protecting the environment. The Company’s manufacturing plant and commercial sites adhere to auditing and reporting requirements, which serve as a baseline for health and safety performance worldwide.

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,140	3,140	100%	3,140	100%	NA		3,140	100%	183	5.8%
Female	332	332	100%	332	100%	332	100%	NA		129	38.8%
Total	3,472	3,472	100%	3,472	100%	332	100%	3,140	100%	312	9%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	211	211	100%	211	100%	NA		211	100%	23	11%
Female	17	17	100%	17	100%	17	100%	NA		16	94%
Total	228	228	100%	228	100%	17	100%	211	100%	39	17%
Other than Permanent Workers											
Male	118	118	100%	118	100%	NA		77	65%	-	-
Female	31	31	100%	31	100%	31	100%	NA		12	38.7%
Total	149	149	100%	149	100%	31	100%	77	65%	12	8%



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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	1.3%	Yes

3. Accessibility of workplaces :

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

Abbott is an Equal Opportunity Employer. We hire employees on merit and basis suitability to the role. We have a global Disability Network which aims to be a best-in-class support for people of all abilities. The Company empowers people with disabilities to reach their fullest career potential through a culture of understanding, awareness, advancement and advocacy for individuals with disabilities.

The Company's head office in Mumbai as well as the Plant at Goa are equipped with basic requirements such as ramps, washrooms and IT assets that are PWD (Persons with Disabilities) friendly, for the employees and workers with physical disability.

The Company consistently works towards identifying the need of differently abled employees and proactively supporting them on the same. For an in-depth understanding about the infrastructure required to support such employees, the Company has engaged an agency for an infrastructure audit. Basis the findings in the report, suitable actions will be taken to further strengthen the facilities and to meet the highest standards possible. The Company has also engaged an agency dedicated to Individuals with special need, to conduct sensitivity workshops for all head-office based employees including contract, housekeeping and admin support staff.

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

Yes, the Company has a comprehensive Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. The Policy is available on <https://www.abbott.co.in/investor-relations.html>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	88%	100%	100%
Female	87%	100%	100%	100%
Total	99%	89%	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	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	-

Abbott is committed to building a cordial work atmosphere that fosters trust and collaboration, by resolving grievances in a systematic, fair and timely manner. We have a Grievance Redressal Policy where the procedure, committee and individuals involved as part of a resolution process are specified. The Grievance Redressal Committee is involved in resolving issues and the Grievance Process helps maintain a fair and equitable process.

Business Responsibility and Sustainability Report (Contd.)

7. Membership of Employees and Worker in association(s) or unions recognized by the Company :

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D/C)
Male	3,140	-	-	3,031	-	-
Female	332	-	-	329	-	-
Total Permanent Employees	3,472	-	-	3,360	-	-
Male	211	211	100%	220	220	100%
Female	17	17	100%	17	17	100%
Total Permanent Workers	228	228	100%	237	237	100%

8. Details of training given to Employees and Workers :

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	3,140	2,818	89.75%	2,818	89.75%	3,031	2,576	84.99%	2,576	84.99%
Female	332	242	72.89%	242	72.89%	329	212	64.44%	212	64.44%
Total	3,472	3,060	88.13%	3,060	88.13%	3,360	2,788	82.98%	2,788	82.98%
Permanent Workers										
Male	211	186	88.15%	186	88.15%	220	186	84.55%	186	84.55%
Female	17	1	5.88%	1	5.88%	17	1	5.88%	1	5.88%
Total	228	187	82.02%	187	82.02%	237	187	78.90%	187	78.90%

All employees are compulsorily trained on EHS and on Skill development through induction program and sites standard operating procedures. The training is conducted at time of joining and on regular intervals.

9. Details of Performance and Career Development reviews of Employees and Workers :

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,140	3,140	100%	3,031	3,031	100%
Female	332	332	100%	329	329	100%
Total	3,472	3,472	100%	3,360	3,360	100%
Workers						
Male	211	211	100%	220	220	100%
Female	17	17	100%	17	17	100%
Total	228	228	100%	237	237	100%

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

Yes, the Company has implemented an occupational health and safety management system and is covered at all levels at the Goa plant and offices.

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

The Company has deployed a risk assessment tool, gap assessment tool, incident reporting and investigation and trend analysis to identify work-related hazards and assess risks on a routine and non-routine basis.

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

Yes, Program of Behavior Based Safety, which includes observation and correction actions. There also exists a system for reporting of unsafe conditions and near misses. Such initiatives have helped to improve positive safety matrices. The Site Safety Committee is active and responsible for reporting and minimizing work-related hazards.

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

Yes, non-occupational medical services are offered to all employees/worker at Occupational Health Center. All our office employees are covered under the medical insurance.

11. Details of safety related incidents :

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.37	0.66
	Workers	-	-
Total recordable work-related injuries	Employees	26	23
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

We are committed to supporting a safe and healthy workplace for our employees, visitors and contractors. We have implemented several measures to help ensure safety and well-being at the workplace. Here are some of the measures taken by us :

- **Implementing safety policies and procedures :** We have defined safety policies and procedures in place that are regularly updated to help ensure compliance with local laws and regulations. We provide regular safety training to employees to help ensure that they are aware of the safety protocols and standards to be followed.
- **Conduct regular safety inspections :** We conduct regular safety inspections of our facilities to identify potential hazards and risks and take corrective measures to try to mitigate the identified risks to provide a safe working environment.
- **Providing Personal Protective Equipment (PPE) :** We provide appropriate PPE to employees based on their work requirements. We also take steps to ensure that the PPE provided is of high quality and meets safety standards. We provide training to employees on the proper use, maintenance and disposal of PPE.
- **Promoting a culture of safety :** We encourage our employees to report any safety concerns or hazards without fear of retaliation. We have also established a reporting mechanism for safety concerns and the Company takes prompt action to address any concerns raised.

Business Responsibility and Sustainability Report (Contd.)

13. Number of Complaints on the following made by Employees and Workers :

	FY 2022-23			FY 2021-22		
	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	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

14. Assessments for the year :

	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Health and safety practices	-
Working Conditions	Vendor Labor compliance audit has been conducted for head office

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

Various trainings are conducted such as Business To Business/Business To Work, Annual Refresher EHS Training, High Risk Driver Training, Commentary Drive Training and Post Incident Coaching for field employees. EHS training are imparted to all head office employees at the time of onboarding.

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 Company :**

The Company recognizes that listening to its stakeholders and responding thoughtfully to their concerns and ideas are vital to its success as a business and to its progress as a global corporate citizen. Understanding stakeholder insights helps the Company to develop new products to address unmet health needs; educate patients; engage healthcare professionals and understand how and where our Company can make a real difference. The Company engages with a broad range of stakeholders including Patients, Consumers and Customers; Governments and Regulators; Healthcare Professionals; Employees; NGOs; Local Communities; Suppliers and Shareholders. Stakeholder engagement is conducted, through many associations and partnerships of which the Company is a member. The Company also seeks to engage with stakeholders more informally, through networks and organizations in which it participates.

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

Stakeholder Group	Whether identified as Vulnerable	Channels of Communication (E-mails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website, Others)	Frequency of Engagement (Annually/ Half-yearly/ Quarterly/ Others, please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders/ Investors	No	- Annual Shareholders' Meetings - Investor Group Meetings - Annual Report - Investor section under Company's website at www.abbott.co.in - Through Stock Exchange intimations	Annual/ Quarterly/ need basis	Providing adequate and timely information about the financial performance of the Company and other updates relevant to them



Stakeholder Group	Whether identified as Vulnerable	Channels of Communication (E-mails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website, Others)	Frequency of Engagement (Annually/ Half-yearly/ Quarterly/ Others, please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Healthcare Professionals (HCPs)	No	<ul style="list-style-type: none"> - Sales Team visits - Continuing Medical Education and Workshops - Medical Conferences - Patient support or education programs - Digital Therapy updates through e-mails - Abbott Therapy websites - Scientific Knowledge platform 	Regular	<ul style="list-style-type: none"> - Inform HCPs about Abbott Therapies / Brands / Evidence based Science - Updating scientific knowledge and skills of HCPs through CMEs and Workshops - Clinical research and Publications with HCPs - Responding to scientific medical queries of HCPs - Support conduct of Patient Education/Diagnosis programs - Seek insights from HCPs on Challenges/Needs in clinical practice
Patients	No	Therapy websites	On as needed basis	<ul style="list-style-type: none"> - Patient Information materials for reference - Responding to the questions/ correspondence received through Company website/e-mails
Employees	No	Employee surveys, Monthly Townhalls, All-employee e-mails and newsletters, Employee networks, Abbott World intranet aLIVE smartphone app, Yammer [®] groups, Employee Giving Campaign	Regular	<ul style="list-style-type: none"> - Employee Health, Safety, Mental Health and Wellbeing programs - Employee engagements to seek feedback and inputs - Training/skill development programs - Communication about the policies and processes - Organization updates
Communities	Yes	Community engagement programs with SEWA, AmeriCares and Smile Foundations, Health Clinics	Regular	Community engagement programs
Suppliers	No	Supplier Guidelines published in multiple languages, Supplier Social Responsibility Program, including surveys, Supplier audit programs, e-mails and other communication	Periodically	<ul style="list-style-type: none"> - Supplier Evaluation - Supplier Meetings
Government	No	<ul style="list-style-type: none"> - Trade Associations/Chambers - Direct engagements 	Periodically	Partner with Government to support Indian National policies or programs

Business Responsibility and Sustainability Report (Contd.)

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 Company :**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee/ workers covered (B)	% (B/A)	Total (C)	No of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	3,472	3,472	100%	3,360	3,360	100%
Other than permanent	-	-	-	-	-	-
Total Employees	3,472	3,472	100%	3,360	3,360	100%
Workers						
Permanent	228	228	100%	237	237	100%
Other than permanent	149	149	100%	172	172	100%
Total Workers	377	377	100%	409	409	100%

2. Details of minimum wages paid to Employees and Workers :

Category	FY 2022-23					FY 2021-22				
	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	3,140	-	-	3,140	100%	3,031	-	-	3,031	100%
Female	332	-	-	332	100%	329	-	-	329	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	211	-	-	211	100%	220	-	-	220	100%
Female	17	-	-	17	100%	17	-	-	17	100%
Other than Permanent										
Male	118	-	-	118	100%	121	-	-	121	100%
Female	31	-	-	31	100%	51	-	-	51	100%

3. Details of remuneration/salary/wages :

Category	(₹ in Crores)			
	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	6	0.30	3	0.30
Key Managerial Personnel (KMP)	2	5.06	1	1.16
Employees other than BoD and KMP	3,138	0.08	331	0.09
Workers	211	0.10	17	0.05



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

Yes. The Company offers several channels where individuals can ask questions and raise concerns. Employees can report to management through traditional communication channels but also have access to a web portal and phone line through our “Speak Up” portal. Our multilingual Ethics and Compliance Helpline is available globally 24/7 to voice concerns about a potential violation of our Company’s values and Company’s Code of Business Conduct.

Abbott is committed to providing a cordial work atmosphere for employees to foster trust and collaboration, by resolving grievances in a systematic, fair and timely manner. The Grievance Redressal Policy is laid out wherein the procedure, committee and individuals involved as part of the resolution process are specified. The Grievance Redressal Committee resolves issues through effective communication, initiative and sound judgement.

There are various leadership touch points created for employees through town halls, cycle meets, field visits and various other forums to enable a culture of open communication. The “Your Voice Counts” survey feedback is reviewed by the leadership on regular basis, to further strengthen the employee experience.

Abbott has various initiatives and policies that help provide support systems to employees like 24x7 Employee Assistance Programs, Distress Management Protocol, Project Respect, Employee Health and Safety Processes and policies like Equal Opportunity Employer Policy, Prevention of Sexual Harassment, Prevention of Workplace Harassment which helps foster a positive work environment.

For addressing matters pertaining to sexual harassment, there is a policy as laid down under the law, under which an Internal Complaints Committee has been established, which investigates such matters. Also, mandatory annual refresher training is given to all employees and contract staff.

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

The Company believes in the dignity of every human being and respects individual rights. These principles are reflected in the Company’s mission and core values and are reinforced through our global employment policies.

We contribute to the fulfilment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs. We take steps to prohibit illegal and inappropriate labor conditions and inhumane treatment in our workplaces and, also in connection with our business activities. Our global guidelines include :

- Providing a healthy and safe working environment;
- Promoting workforce diversity; not discriminating against any employee for reasons such as race, religion, color, age, gender, ethnicity, disability, marital status and sexual orientation, in addition to any other status protected by local law;
- Not tolerating harassment or harsh or inhumane treatment in the workplace;
- Protecting individual privacy;
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime and mandated benefits as well as complying with child labour laws;
- Encouraging open communication between the management and employees.

Abbott maintains an open working environment that allows free exchange of information through communication channels across the organization. All employees are allowed to share their concerns, problems, questions or suggestions without any fear of retaliation and it is vital that these concerns are discussed and resolved in a timely manner.

The Company offers several channels where individuals can ask questions and raise concerns. Employees can report to management through traditional communication channels but also have access to a web portal and phone line through our “Speak Up” portal. Our multilingual Ethics and Compliance Helpline is available globally 24/7 to voice concerns about a potential violation of our Company’s values and Company’s Code of Business Conduct.

By creating open channels of communication, Abbott promotes a positive work environment, while also fostering a culture of integrity and ethical decision-making. “SpeakUp” provides an avenue for employees and/or others to raise concerns perceived or known in the work environment.

Abbott is committed to providing a cordial work atmosphere to foster trust and collaboration, by resolving grievances in a systematic, fair and timely manner.

Business Responsibility and Sustainability Report (Contd.)

In cases where an informal resolution could not be achieved, the Grievance Redressal Policy is laid out wherein the procedure, committee and individuals involved as part of the resolution process are specified. Grievance Redressal Committee is involved in resolving issues through effective communication, initiative and sound judgment.

As a preferred employer, Abbott is committed to provide equal employment opportunity. Abbott views the unique differences and perspectives that individuals bring to the workplace as integral to our success in business.

Abbott has an Employee Assistance Program (EAP) to help our employees get the right help from expert psychologists at the right time to help manage personal or professional challenges. It is an independent counselling and resource service sponsored by Abbott for its employees and their families.

A Distress Management Protocol exists to enable managers and HR business partners to gauge a distress situation and proactively offer support to the employee, where possible, in a timely, empathetic and judicious manner.

Employee Health and Safety is of paramount importance and we are committed to helping our employees stay safe by preventing incidents in and around the workplace. We strive to maintain high standards of Environment, Health and Safety (EHS) practices. The Company has global policies and standards regarding how we manage employee health and safety.

In their day to day working, employees may encounter work related queries and issues. A dedicated “1 Point” Team has been established to enable employees to log their queries through a system and get a time bound response to the same.

6. Number of complaints made by Employees and Workers :

Complaints	FY 2022-23			FY 2021-22		
	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	1	-		1	-	
Discrimination at workplace	-	-		1	-	
Child Labour	-	-		-	-	
Forced Labour/Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other Human Rights related issues	--	-		-	-	
Total	1	-		2	-	

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

The Company does not tolerate retaliation against anyone who reports a violation of Company policy in good faith. These policies are well publicized and enforced throughout the Company. It is the Company’s philosophy to maintain an open working environment that allows free exchange of information through communication channels across the organization. All employees are allowed to share their concerns, problems, questions or suggestions without any fear of retaliation and it is vital that these concerns are discussed and resolved in a timely manner. In line with the Grievance Redressal Policy, Abbott does not retaliate when a grievance is raised. We have an annual training on the Code of Business Conduct and POSH for all employees. We reinforce the aspect of no retaliation for the complainant during these trainings.

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

We are committed to upholding the fundamental principles of human rights, labor, environmental protection and anti-corruption to ensure long-term business success for Abbott and our suppliers and to improve lives around the world. Our Abbott global Supplier Guidelines establish expectations for suppliers we work with, aligning with internationally recognized and industry-accepted guideline. Through the Guidelines, we detail our expectations that suppliers conduct business in compliance with relevant legal requirements and industry codes. When asked, suppliers are expected to demonstrate compliance at the request and to the satisfaction of Abbott through our Supplier Responsibility program.

We have started embedding a social responsibility clause in applicable procurement contracts detailing our values and expectation that vendors comply with our Supplier Guidelines and remediate identified issues.

Further all other business agreements and contracts have a clause obligating the vendors to comply with all the applicable central, state and local laws, regulations and guidance documents including, but not limited to, privacy and data protection laws, tax laws and regulations; labour laws and regulations.



9. Assessments for the year :

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

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

Basis the annual compliance audit conducted internally, there were no significant risks/concerns arising from the assessments at Question 9 above.

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 :

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	27,323.74	25,826.36
Total fuel consumption (B)	GJ (Diesel)	3,386.57	4,268.84
	GJ (Gas)	0.99	0.01
Energy consumption through other sources (C)	GJ (Bio Briquette)	7,474.04	5,726.79
Total energy consumption (A+B+C)	GJ	38,185.34	35,822.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees in Crores)	GJ/Crore INR	7.14	7.29

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

No

2. Does the Company 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

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in m3)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	81,686 cu. M*	59,364 cu. M*
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	81,686 cu. m	59,364 cu. M
Total volume of water consumption (in KL)	81,686 cu. m	59,364 cu.m
Water intensity per rupee of turnover (Water consumed/turnover in crores ₹)	15.2	12.1

*This pertains to Goa plant and Head office at BKC.

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

Business Responsibility and Sustainability Report (Contd.)

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

No

5. Please provide details of air emissions (other than GHG emissions) by the Company :

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m ³	0.45	0.46
SOx	µg/m ³	0.23	0.22
Particulate Matter (PM)	µg/m ³	110	107
Persistent Organic Pollutants (POP)	µg/m ³	-	-
Volatile Organic Compounds (VOC)	µg/m ³	-	-
Hazardous Air Pollutants (HAP)	µg/m ³	-	-

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

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity :

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	315	254
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	5,572.90	4,337.52
Total Scope 1 and Scope 2 emissions per rupee of Turnover		1.1	0.9

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

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

Yes, the Company has installed Solar power system of 286 kwp covering the terrace area of Goa plant and was commissioned from January 2023. This system is designed to generate power with grid and is inbuilt with net meeting system and anti-islanding protection in case of grid power failure. Key benefits of this system are :

- Will generate 314 mwh/annum
- Carbon emission reduction of 228 mt/annum
- Guaranteed power generation for 20 years
- Minimum maintenance required for panel cleaning

8. Provide details related to waste management by the Company :

Parameter	FY 2022-23	FY 2021-22
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	63.20	34.93
E-waste (B)	3.26	0.37
Bio-medical waste (C)	1.00	0.97
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	270.00	324.00
Other Non-hazardous waste generated (H). Please specify, if any. (metal, glass, paper, ash, garden waste, etc)	163.96	182.37
Total (A+B+C+D+E+F+G+H)	501.42	542.64



	FY 2022-23	FY 2021-22
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	144.78	162.98
(ii) Re-used	-	-
(iii) Other recovery operations	85.39	54.59
Total	230.17	217.57
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	271.25	325.07
(ii) Landfilling	Company is committed to Zero Waste to Landfill and is also ZWL certified	
(iii) Other disposal operations	NA	NA
Total	271.25	325.07

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

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.

There is a continuous focus on the 3Rs—namely reduce, recycle and reuse. Certain waste and sludge are dispatched to cement factories which utilize these as fuel for manufacturing cement, thereby recovering energy. Other non-hazardous waste like paper, glass, metals, etc. are sent to the approved vendors for recycling. The Goa plant retains its certification of Zero Waste to Landfill (ZWL) which means no waste is disposed of through landfill.

The Company has engaged with the authorized recycler for E-waste disposal. Other Waste such as biomedical waste is sent to vendor authorized by the pollution control board.

The Company is adhering to the requirements of Plastic Waste Management Rules as laid down by the Ministry of Environment, Forests and Climate change. The Company has entered into agreement with waste management agency for collecting and processing plastic packaging waste, from the states and union territories of India where it operates.

10. If the Company 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 :

Sr. 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.
NA	NA	NA	NA

11. Details of environmental impact assessments of projects undertaken by the Company 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
NIL	NIL	NIL	NIL	NIL	NIL

Business Responsibility and Sustainability Report (Contd.)

12. Is the Company compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y/N) - Yes

If not, provide details of all such non-compliances :

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA	NA

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

The Company is affiliated with 7 industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Mumbai Chamber of Commerce	National
2.	Indian Pharmaceutical Alliance	National
3.	FICCI	National
4.	CII	National
5.	ASSOCHAM	National
6.	USIBC	National
7.	USISPF	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
NIL	NIL	NIL

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

Name and brief of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web-link
Quality and Affordable Healthcare Delivery Program in partnership with Self-Employed Women's Association	NA	NA	Yes	Yes	https://www.abbott.co.in/investor-relations.html
Improving Access to Healthcare through Health Clinics	NA	NA	Yes	Yes	https://www.abbott.co.in/investor-relations.html



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

Sr. No.	Project Name	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in ₹)
NIL	NIL	NIL	NIL	NIL	NIL	NIL

3. Describe the mechanisms to receive grievances of the local community :

Adapting to the core needs of the people is fundamental to Abbott's approach and helps create solutions that can sustain themselves and achieve scale.

- Abbott regularly engages with its stakeholders and key community institutions relevant to the projects. Detailed and structured community interactions are planned periodically to review the ongoing activities with the changing priorities and needs of the stakeholders and key community institutions.
- Abbott's CSR programs adopt a bottom-up approach by keeping the community needs and priorities at the centre of its interventions.
- Issues, complaints and grievances identified as part of these engagements are further investigated and addressed suitably in a time-bound manner.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/Small Producers	21%	23%
Sourced directly from within the district and neighboring districts	17%	19%

Principle 9 : Business should engage with and provide value to their customers in a responsible manner

Essential Indicators

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

The Company has a mechanism to receive and respond to the consumer complaints towards product quality, adverse events/vigilance reporting and post-release product actions. The Quality department of the organization has the responsibility for oversight of all complaints and their management processes, including establishment and maintenance of written standard operating procedures.

Procedures that define responsibilities for the oversight of complaint management systems, including the following :

- Managing the complaint process, including complaint intake, investigations and resolution;
- Reviewing complaint documentation, closures or other final actions;
- Maintaining complaint records, including written and other versions (e.g., electronic media);
- Assuring that complaint records are readily accessible to the product manufacturing site(s) and responsible qualified person, if applicable;
- Assuring evaluation of complaints for regulatory reporting is performed;
- Trending of complaints and adverse events/vigilance reports.

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

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

Business Responsibility and Sustainability Report (Contd.)

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of Essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Received from Patients regarding products)	446*	-	-	570*	-	-

*Complaints/Correspondence from patients received through website, e-mail and healthcare professionals etc., are also included.

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes, the Company has a Policy on Cyber Security and risks related to data privacy. The same is available on the website of the Company at <https://www.abbott.co.in/investor-relations.html>.

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.

NA



ANNEXURE 1

Focus Area	Goals	Progress made during the year	Outlook for the current year
Protect a healthy Environment	<p>Our goals are aligned to support the science-based environmental targets set for Abbott globally for 2030.</p> <p>Abbott has set enterprise-wide science-based environmental targets for 2030 as detailed below. At Abbott India, some of our goals are aligned to the said global goals and we are continuing to contribute towards the same.</p>	<ul style="list-style-type: none"> Installation of Solar panels at Goa plant to harness clean energy to help reduce the carbon footprint of Goa plant. Following were the benefits derived from the project: <ul style="list-style-type: none"> System is capable to generate 314 MWH/Annum. Carbon Emission is reduced to 228 MT/Annum. Guaranteed generation for 20 years. Project was undertaken at the Goa plant for reducing energy consumption under A3 Program. Brainstorming was done for a week and implemented these ideas generated to reduce daily energy consumption by 1 % i.e, 180 KWH/day without CAPEX investments. 	<ul style="list-style-type: none"> Implementation of AWS (Alliance for Water Stewardship) core practices (water stewardship initiative). Upgrade fall protection system at Goa plant. Put in place the process to restrict water consumption to 60,828 KL (calendar year 2023). CO2 Emission/Energy conservation 5,496 MT (calendar year 2023). Continue Zero waste to landfill.
(a) Climate Change :	<ul style="list-style-type: none"> Reduce absolute Scope 1 and 2 carbon emissions by 30% from 2018 baseline by the end of 2030, consistent with the objectives of the Science Based Targets initiative (SBTi). Work with our key carbon-intensive suppliers to implement sustainable programs to reduce Scope 3 carbon emissions. 	<ul style="list-style-type: none"> CO2 Emission/Energy conservation at Goa plant was 4,940 MT (calendar year 2022) as against the target of 4,918 MT. This was mainly due to installation of new service equipment which consumes additional power. 	
(b) Water Usage :	<ul style="list-style-type: none"> Work with key suppliers in high water stressed areas to reduce water quality and quantity risks to Abbott and the community. Achieve water stewardship certification at all high water-impact manufacturing sites in water-stressed areas. Implement accredited water stewardship management practices in more than 75% of all manufacturing sites operating in water-stressed areas. 	<ul style="list-style-type: none"> Water consumption at Goa plant was 52,026 KL as against 51,244 targets (for the calendar year 2022). The reject water from the Reverse Osmosis (RO) is utilized back in utilities and washroom. With this 16,425 KL water will be saved annually. 	
(c) Waste Management :	<ul style="list-style-type: none"> Reduce waste impact using a circular economy approach to achieve and maintain at least 90% waste diversion rate. 	<ul style="list-style-type: none"> Installation of a dust extraction system having a provision of explosion vent and isolation mechanism. 	

Business Responsibility and Sustainability Report (Contd.)

Focus Area	Goals	Progress made during the year	Outlook for the current year
	<ul style="list-style-type: none"> Engage with key suppliers to reduce the environmental impact of materials sent to Abbott that become waste in our operations and develop and track supplier waste diversion initiatives. 	<ul style="list-style-type: none"> Up-grading of Effluent Treatment Plant (ETP) at Goa to address load of effluent due to future increase in production volumes. This will help improve the quality of treated water. Introduction of multidisc screw press for sludge drying. This helps in removing water from sludge at much faster rate and consumes 75% less power. Reduction in cost of disposal of hazardous waste by identifying alternate authorized vendors for co-processing. Collected and processed 2,000 MT plastic packaging waste (100% of plastic packaging). 	
<p>Providing access and availability of products</p>	<p>For Abbott India, increase focus on prevention and well-being, drive personalized patient-centric solutions for establishing and shaping the therapy standards of the health aware and digital savvy consumers.</p> <p>Continue new Product launches, Outreach in Tier 2 and Tier 3 geographies and 360° Marketing campaigns to reach more consumers.</p>	<ul style="list-style-type: none"> Launched 10 new products in FY 2022-23 across various therapeutic areas, Women's Health, Gastroenterology, Metabolic and Multi-Specialty. Also launched line extensions of current brands as a part of our product lifecycle management (e.g., Brufen-P tablet and suspension for expansion into moderate to severe pain and fever category). Empowered patients to actively participate in their healthcare decisions via tools and services such as "Sleep Score" for insomnia or "The Next Chapter" campaign for menopause. 	<ul style="list-style-type: none"> Expansion into allied therapy area for insomnia, topical pain management and entering into new therapies in Gastroenterology and Women's Health. Continued focus on building product portfolio through lifecycle management of existing brands to meet more people's health needs in 2024. Vaccine portfolio expansion Expansion into tier 2 and tier 3 geographies via specialized teams in Gastro and Metabolics. 360° digital marketing campaigns targeting and reaching customers in existing and new geographies.
<p>STEM (Science, Technology, Engineering and Mathematics)</p>	<p>By 2030, Abbott plans to create 1,00,000 STEM opportunities globally, helping to create a pipeline of talent interested in STEM careers to meet the growing demands for healthcare innovation.</p>	<p>In India, our STEM program currently runs in 14 schools, impacting the lives of over 4,600 children, 50% of whom are girls. We promote STEM education in collaboration with SMILE Foundation, while simultaneously raising health awareness to spearhead healthy living. Our STEM internship program in India is now in its second year.</p>	<p>Continue to strengthen STEM Internships to achieve Abbott plans to create 1,00,000 STEM opportunities globally.</p>



Focus Area	Goals	Progress made during the year	Outlook for the current year
Advance health equity through partnership	Develop differentiated solutions to alleviate the burden of Non-Communicable Diseases (NCDs) through community-based and community-led models of care that demonstrate both operational and financial sustainability and scale.	<ul style="list-style-type: none"> Advanced access to quality and affordable care across 34 districts in 6 states. Refined tech-based care delivery for low-income communities to improve care delivery and adherence to treatment. Supported Ayushman Bharat Program by upgrading 37 Primary Health Centers (PHCs) to Health & Wellness Centers (HWCs), which are part of the 75 PHCs that were committed. Supported 4,600 children from underserved communities across 14 schools in and around Mumbai with interventions in STEM learning, Health Education and Sports. 	<ul style="list-style-type: none"> Refine tech based interventions to improve the efficacy of care delivery and drive higher levels of adherence to treatment through Electronic Medical Records (EMR). Expand access to program services across newer geographies through tech platforms and community health workers. Train more SEWA (Self-Employed Women's Association) women across more locations as health workers to strengthen and expand program's reach. Screen more people from low-income communities for non-communicable diseases and bring them into the care system early. Forge new partnerships with care providers for efficient, cost-effective and sustained care delivery. Upgrade more PHCs to HWCs and strengthen access to quality healthcare infrastructure and services for low-income communities. Strengthen PHCs with capacity building for their staff and ASHAs who act as a crucial linkage between physical infrastructure and the communities where they live. Sustain support to 4,600 children from underserved communities in the areas of STEM Learning, Health Education and Sports.

Disclaimer

The information furnished in the above Report is extracted out of system maintained by the Company and/or manually. The Company has taken certain assumptions in the definitions/terminology to arrive at the data. The environment data pertains to the Company's plant at Goa and Head office at BKC.