

5<sup>th</sup> August 2023

<b>The Secretary, Bombay Stock Exchange Ltd (BSE)</b> Phiroze Jheejhebhoj Towers, Dalal Street, Mumbai - 400 001. <b>Scip Code - 543308</b> <b>ISIN: INE967H01017</b>	<b>The Secretary, National Stock Exchange,</b> Exchange Plaza, 5th Floor Plot No.C/1, 'G' Block Bandra - Kurla Complex Mumbai - 400 051. <b>Symbol - KIMS</b> <b>ISIN: INE967H01017</b>
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Dear Sirs,

**Subject:** Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015- Submission of Business Responsibility and Sustainability Report for the FY 2022-23.

Pursuant to the provisions of Regulation 34(2)(f) of the Listing Regulations, please find attached a copy of the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2022-23. The said BRSR also forms part of the Integrated Annual Report for the Financial Year 2022-23, which is submitted to the Stock Exchanges vide letter dated August 5, 2023.

Request you to take the above information on record.

Thanking you,

Yours truly,

**For Krishna Institute of Medical Sciences Limited**

MANTHA  
UMASHANKAR

Digitally signed by MANTHA  
UMASHANKAR  
Date: 2023.08.05 20:15:47 +05'30'

**Umashankar Mantha**

**Company Secretary & Compliance Officer**

**Enc: As Above**



**AFFORDABLE  
QUALITY  
HEALTHCARE  
FOR ALL**

**BUSINESS RESPONSIBILITY  
AND SUSTAINABILITY REPORT**

**FY 2022-23**

## ABOUT US

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KIMS is one of the largest corporate groups in India, with hospitals in Telangana, Andhra Pradesh & Maharashtra providing multi-disciplinary integrated services with a focus on tertiary and quaternary healthcare at affordable cost. We operate 12 multi-specialty hospitals under the “KIMS Hospitals” brand, with an aggregate capacity of over 4,000 beds. We offer a comprehensive range of healthcare services in over 40 specialties and super specialties, including cardiac sciences, oncology, neurosciences, gastric sciences, orthopaedics, organ transplantation, renal sciences and mother & child care.



## ABOUT BRSR

This Business Responsibility and Sustainability Report (BRSR) is a document that outlines KIMS's initiatives and strategies related to Corporate Social Responsibility (CSR) and sustainability. The report also includes information on the company's Environmental, Social, and Governance (ESG) performance, and its efforts to minimize impact on the environment, promote social justice, and ethical business practices.



# AWARDS & ACCOLADES FOR OUR DOCTORS

- Our CMD Dr. Bhaskara Rao was awarded Lifetime Achievement Award by Cardiological Society of India- Telangana Chapter.
- Our CMD, Dr. Bhaskara Rao was felicitated with the “Lifetime Achievement Award” by Honourable Governor of Telangana State Dr. Tamilisai Soundararajan at HMTV Business Excellence Awards 2022 function.
- Our CMD, Dr. Bhaskara Rao was awarded DR. Kakarla Subba Rao memorial award by Vamsi Art Theaters International in March 2023.
- Dr. Raghu Ram was conferred with OBE (Order of British Empire) by Prince Charles at Windsor Castle, London.
- Dr. Raghu Ram noted oncologist for Breast-Cancer was awarded with the Lifetime Achievement Award by the Telugu Association of London (TAL).
- Dr. Sandeep Attawar, a well-known Thoracic organ transplants Surgeon was given the “Indian of the Year Cardiology 2022” award at the 15th Annual Pharma Leaders Summit and Healthcare Power Brand Leadership Awards 2022 function.
- Dr. Sita Jayalakshmi, a Neurologist of repute received the prestigious A.M. BAKER TEACHER RECOGNITION AWARD from the American Academy of Neurology in United State of America.
- KIMS nursing team received the AHPI Award for Nursing Excellence.



# AWARENESS & TRAINING



## Hand Hygiene

Team at KIMS hospital came together to increase awareness on the importance of hand hygiene and educate our community that proper prevention techniques is critical for staying healthy and safe!



## Deep Vein Thrombosis (DVT) Awareness

KIMS organized a DVT Awareness Walk to take a step towards creating awareness about Deep Vein Thrombosis (DVT) in the society.



## Epilepsy Day Awareness

KIMS organized an International Epilepsy Day awareness with more than 100 epilepsy patients sharing their stories & dreams.



## Basic Life Support (BLS) Training

On the occasion of National Bone and Joint Day, KIMS Hospitals organized Basic Life Support (BLS) Training for Ambulance drivers.

# CORPORATE SOCIAL RESPONSIBILITY AT KIMS

KIMS's CSR wing - KFRC, as part of its outreach initiative, has launched the first Free Evening Clinic at Khairatabad on 8th January 2023, opened in association with Sri. Namitha Jain Shwetambar Moorti Pujak Trust. The event was inaugurated by Shri Talasani Srinivas Yadav, Minister of Animal Husbandry, Fisheries and Cinematography of Telangana and was graced by many dignitaries.





## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L55101TG1973PLC040558						
2.	Name of the Listed Entity	Krishna Institute of Medical Sciences Limited						
3.	Year of incorporation	26/07/1973						
4.	Registered office address	D.NO.1-8-31/1, Minister Road, Secunderabad. Telangana, India - 500003						
5.	Corporate address	D.NO.1-8-31/1, Minister Road, Secunderabad, Telangana, India - 500003						
6.	E-mail	cs@kimshospitals.com						
7.	Telephone	040-44885000						
8.	Website	www.kimshospitals.com						
9.	Financial year for which reporting is being done	2022-23						
10.	Name of the Stock Exchange(s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>Bombay Stock Exchange</td> <td>543308</td> </tr> <tr> <td>National Stock Exchange</td> <td>KIMS</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	Bombay Stock Exchange	543308	National Stock Exchange	KIMS
Name of the Exchange	Stock Code							
Bombay Stock Exchange	543308							
National Stock Exchange	KIMS							
11.	Paid-up Capital	INR 80,02,77,870						
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. Uma Shankar Mantha Company Secretary & Compliance officer Ph: 040-44885000 Email: cs@kimshospitals.com						
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 disclosures made under this report are made on a standalone basis for Krishna Institute of Medical Sciences Limited (KIMS).						

### 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.	Hospital and Medical Care	Hospital Activities	97.97%

**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.	KIMS offer a bouquet of comprehensive healthcare services across 40 specialties including cardiac sciences, oncology, neurosciences, gastric sciences, orthopedics, organ transplantation, renal sciences, and mother & child care.	86100	97.97%

**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	4*	0	4
International	0	0	0

\*Operations of the entity (hospitals) take place at Secunderabad, Nellore, Rajahmundry and Ongole.

**17. Markets served by the entity:**

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	Nil

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

We are a healthcare provider and do not engage in export of goods/services. Hence this point is not applicable to us.

c. A brief on types of customers

The Company's customers include insured and non-insured patients across domestic locations, patients covered under various government sponsored schemes (CGHS/ ECHS/ other central & state government health schemes).

#### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	4588	2269	49.46%	2319	50.54%
2.	Other than Permanent (E)	0				
3.	Total employees (D + E)	4588	2269	49.46%	2319	50.54%
<b>WORKERS</b>						
4.	Permanent (F)	0				
5.	Other than Permanent (G)	1016	458	45.08%	558	54.92%
6.	Total employees (F + G)	1016	458	45.08%	558	54.92%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	16	12	75.00%	4	25.00%
2.	Other than Permanent (E)	8	1	12.00%	7	87.50%
3.	Total differently abled employees (D + E)	24	13	54.17%	11	45.83%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil				
5.	Other than Permanent (G)					
6.	Total employees (F + G)					

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	5	1	20%

**20. Turnover rate for permanent employees and workers**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.71	54.87	45.79	34.56	55.35	44.96	33.78	67.07	67.07
Permanent Workers	Nil								

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1.	Arunodaya Hospitals Private Limited	Subsidiary	67.66	No
2.	KIMS Hospital Enterprises Private Limited	Subsidiary	90.74	No
3.	Iconkrishi Institute of Medical Sciences Private Limited	Subsidiary	51.00	No
4.	Saveera Institute of Medical Sciences Private Limited	Subsidiary	76.50	No
5.	Sarvejana Healthcare Private Limited	Subsidiary	56.61	No
6.	KIMS Hospital Kurnool Private Limited	Subsidiary	55.00	No
7.	KIMS Hospitals Private Limited	Subsidiary	100.00	No
8.	KIMS Swastha Private Limited	Subsidiary	100.00	No
9.	KIMS Hospital Bengaluru Private Limited. (formerly known as KIMS Hospital (Bhubaneswar) Private Limited)	Subsidiary	100.00	No
10.	KIMS Manavata Hospitals Private Limited	Subsidiary	51.00	No
11.	Rajyalakshmi Healthcare Private Limited (Step down Subsidiary)	Subsidiary	100.00	No

## VI. CSR Details

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

(ii) Turnover (in Rs.) – 1155,52,00,272

(iii) Net worth (in Rs.) – 1630,85,63,029

## 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)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	Nil					
Investors (other than shareholders)	Yes*	Nil					
Shareholders	Yes*	8	0	Nil	124	0	Nil
Employees and workers	Yes*	8	0	Nil	15	0	Nil
Customers	Yes*	515	0	Nil	715	0	Nil
Value Chain Partners	Yes*	Nil					
Other (please specify)	Yes*	Nil					

\* <https://www.kimshospitals.com/investors/>

**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.	Dependency on healthcare professionals	Risk	Our operations depend on the efforts, ability and experience of the healthcare professionals we employ, including our doctors, nurses, consultants and other medical staff at our hospitals.	We typically agree to pay our specialist physicians a professional fee based on the services they provide. Depending on market conditions and scarcity of the trained professionals, we may have to increase the fees and salaries (as applicable) paid to our healthcare Professionals and consultants.	If we are unable to attract or retain healthcare professionals as required, we may not be able to maintain the quality of our services and we may have to admit fewer patients to our hospitals, thereby having a material adverse effect on our business, financial condition, and results of operations, cash flows and prospects.
2.	Waste management	Risk	Waste management is a key material issue under the environment related risk.	We have a waste management system in place to regulate the waste disposal among other things.	Lack of initiatives towards environment preservation would impact business operations.
3.	Regulatory compliance	Risk	We are subject to various and extensive local laws, rules and regulations relating to, among other things, the establishment and operation of private medical care establishments.	We have on boarded a tool to monitor regulatory compliances. This tool directs these compliances to the relevant departments as per the requirements suggested by the authority.	Any non-compliance with the applicable laws, rules and regulations may subject us to regulatory action, including penalties and other civil or criminal proceedings, which may materially and adversely affect our business, prospects and reputation.
4.	Data security	Risk	Risk- Compliance with new and evolving privacy and security laws, regulations and requirements may result in increased operating costs and may constrain or require us to alter our business model or operations, which may in turn affect our business, financial condition, results of operations and prospects.	We have taken measures to maintain the confidentiality of our clients’ medical and personal information such as IT and monitoring system, anti-virus etc.	Negative- Breach of our confidentiality obligations to our patients could expose us to fines, potential liabilities and legal proceedings, such as litigation or regulatory proceedings, which would adversely impact our reputation.

5.	Technological advancements	Opportunity	A commitment to data security can help build customer trust and loyalty.	-	Strong hold on data security principles with the use of innovative technologies and regular evaluations will prevent data breach.
6.	Dependency on supply chain	Risk	Any failure to procure equipment, reagents or drugs on a timely basis, or at all, from such third parties and on commercially suitable terms could affect our ability to provide our services. Certain of our medical and laboratory equipment are also procured under lease agreements.	All vendors go through a rigorous onboarding process and an evaluation process. They are also bound by terms of agreement once they are on boarded.	If the business relationship between our Company and our major suppliers were to deteriorate or if any of those suppliers were to terminate their business relationship with our Company or renegotiate our contracts on less favorable terms, our business, results of
7.	Intense competition	Risk	We compete with hospitals, clinics, diagnostic chains and dispensaries of varying sizes with different specialties.	We are required to evaluate and increase our competitive position in each of our markets for example by offering competitive compensation to healthcare professionals and quality services with competitive rates to our patients.	If we are unable to compete effectively with our competitors, our market share, business, financial condition, results of operations and cash flows could be materially and adversely affected.
8.	Community Outreach	Opportunity	The company engages with its local community via its CSR activities. It collaborate with schools, community centers, and other organizations to promote health and provide healthcare resources to underserved populations.	-	Effective community outreach programs can raise awareness about the hospital's services and expertise among community members. This can lead to an increase in patient volume as more individuals choose the hospital for their healthcare needs.
9.	Specialized Departments	Opportunity	KIMS has specialized departments to cater to specific medical conditions or procedures. This specialization can attract patients seeking specialized care and contribute to the hospital's reputation.	-	Patients seeking specialized care often travel long distances to receive treatment from experts in their respective fields. This increased patient volume can lead to higher revenue generation for the hospital through consultations, procedures, surgeries, and ancillary services.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
<b>Policy and management processes</b>									
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
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	<p>All the SEBI mandated policies could be found at <a href="https://www.kimshospitals.com/investors/">https://www.kimshospitals.com/investors/</a> .</p> <ol style="list-style-type: none"> <li>1. Policy for Preservation of documents – <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/1_policy_for_preservation_of_documents.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/1_policy_for_preservation_of_documents.pdf</a>   P1</li> <li>2. Whistleblowers policy for Directors and Employees- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/2_whistleblower_policy_for_directors_and_employees.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/2_whistleblower_policy_for_directors_and_employees.pdf</a>   P1</li> <li>3. Policy for Determining Material Subsidiaries- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/3_policy_for_determining_material_subsidiaries.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/3_policy_for_determining_material_subsidiaries.pdf</a>   P1, P4</li> <li>4. Policy on Code of Conduct- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/4_policy_on_code_of_conduct.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/4_policy_on_code_of_conduct.pdf</a>   P1</li> <li>5. Policy on Related Party Transaction- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/5_policy_on_related_party_transactionsdoc_1653038161.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/5_policy_on_related_party_transactionsdoc_1653038161.pdf</a>   P1, P4, P7</li> <li>6. Policy on Prevention of Insider Trading- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/6_policy_on_prevention_of_insider_trading.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/6_policy_on_prevention_of_insider_trading.pdf</a>   P1, P4, P7</li> <li>7. Policy of Nomination and Remuneration- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/7_policy_of_nomination_and_remuneration.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/7_policy_of_nomination_and_remuneration.pdf</a>   P3, P4</li> <li>8. Policy on Diversity- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/8_policy_on_diversity_samco_comments_130521.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/8_policy_on_diversity_samco_comments_130521.pdf</a>   P1, P8</li> <li>9. Policy for Determination of Materiality Threshold- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/9_policy_for_determination_of_materiality_threshold.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/9_policy_for_determination_of_materiality_threshold.pdf</a>   P1, P4, P7</li> <li>10. Policy on Familiarization of IDs <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/10_policy_on_familiarization_of_ids.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/10_policy_on_familiarization_of_ids.pdf</a>   P1</li> <li>11. Dividend Distribution Policy- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/11_dividend_distribution_policy.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/11_dividend_distribution_policy.pdf</a>   P3, P4</li> <li>12. Policy on CSR- <a href="https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/12_policy_on_csr_1667812994.pdf">https://kims-app-server.s3.ap-south-1.amazonaws.com/docs/12_policy_on_csr_1667812994.pdf</a>   P4, P8</li> </ol> <p>Additionally, the company maintains a few other policies, such as Grievance handling policy, ESG policy, Welfare policy, cyber security policy, POSH policy etc. covering P2, P5, P6 and P9, on the Intranet and the same is accessible to all employees.</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Company's code of conduct policy extends to its value chain partners as it covers all the important aspects such as anti-bribery and anti-corruption relevant to a value chain partner.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> <li>1. ISO 9001:2015 Certified   P1, P2, P4, P9</li> <li>2. Pharmacie De Qualite Certification (PDQ)   P2, P9</li> <li>3. IVF center Accreditation by Board of FEQH &amp; ISAR   P2, P8, P9</li> <li>4. CSSD ACE Certification -2022   P2</li> <li>5. ISO 22000:2005 Certified - Food Safety Management System (FSMS) - 2019   P2, P3</li> <li>6. Successful Green OT certification   P6</li> </ol>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In its ESG Journey, KIMS looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									



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)									
We are firmly committed to ESG initiatives and nurture it as a part of KIMS culture.									
Patient safety is paramount to us and all measures are centered on this aspect by providing a clean and safe and pleasant environment. Various community programmes are conducted on a continuous basis to create awareness on health issues among people that include preventive and remedial measures.									
We have created a conducive climate where our doctors and staff function to their full potential on a day to day basis coupled with care and concern to each and every patient.									
We adopt, cultivate and practice high ethical standards in all walks of our organization. We believe that YOU HAVE NO BUSINESS TO BE IN BUSINESS WITHOUT ETHICS. We, therefore consider it not only as a statutory duty but as a sacred commitment to protect and honor the interests of all our stakeholders. We practice transparency and accountability in all our transactions without compromise. We keep reviewing our ESG practices and seek to improve and innovate them with a view to contribute for a more equitable and sustainable future for all.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN Number : 01681273 Name: Dr. Abhinay Bollineni Designation: Director & CEO Telephone No. +91 – 98499 94678 Email Id: abhi@kimshospitals.com								
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.	Same as above								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee					Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)			
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews is once in every two to three years or whenever an update is required due to change in applicable laws.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company monitors and completes the compliances on timely basis via a platform onboarded from a third party vendor.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Operationalization and effectiveness of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**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
<b>Board of Directors</b>	1	Sensitization Programme for Decoding ESG-BRSR	100%
<b>Key Managerial Personnel</b>	1	Sensitization Programme for Decoding ESG-BRSR	100%
<b>Employees other than BoD and KMPs</b>	26	-HR Induction -HR occupational hazards -Grooming hazards -BLS Training -Radiation Safety -All departmental Introduction -Fire safety Training -LMs training -Behavioural and Cross functional Training	60%
<b>Workers</b>	26	-HR Induction -HR occupational hazards -Grooming hazards -BLS Training -Radiation Safety -All departmental Introduction -Fire safety Training -LMs training -Behavioural and Cross functional Training	80%

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

3. If the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.  
Not Applicable since the answer to Question 2 is Nil.
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.  
The aspects of anti-bribery forms a part of company's code of conduct. KIMS performs and promotes the highest standards of corporate governance and ethical business conduct and thus believes that safeguarding the company against bribery is an essential component of a company's corporate governance framework, as it helps ensure legal compliance, protect reputation, mitigate risk, and promote ethical business practices. However, a separate policy is not formulated.  
Link- This policy is present on company's intranet and is available to its employees.
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. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/KMPs/Employees/ Workers in the reporting year.	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of conflict of interest of the Directors</b>	Nil. No complaints were received in relation to issues of conflict of interest against any of our Directors or KMPs in the reporting year and in the year before that.			
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

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 since there were no such complaints raised in the reporting year.

### Leadership Indicators

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

Total number of awareness programmes held	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
26	<ul style="list-style-type: none"> <li>- HR Induction</li> <li>- HR occupational hazards</li> <li>- Grooming hazards</li> <li>- BLS Training</li> <li>- Radiation Safety</li> <li>- All departmental Introduction</li> <li>- Fire safety Training</li> <li>- LMs training</li> <li>- Behavioural and Cross functional Training</li> </ul>	65%

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.

The aspects of conflict of interest involving the Board is covered in detail under the company’s policy on Code of Conduct for Board members and senior management. It explains the concept of conflict of interest and reiterates that the directors and senior management personnel are expected to avoid and disclose any activity or association that creates or appears to create a conflict between the personal interest and the Company’s business interest.

#### **Sustainable Development Goals (SDG) Mapping for KIMS: Principal 1**

Please refer to the end of this report for further details.



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

**Essential Indicators**

- 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.

	Current Financial Year	Previous Financial Year	Details of improvements in the environmental and social impacts
<b>R&amp;D</b>	Assessment of Capex and R&D spend to be incurred by the Company is always in line with its possible impact in betterment of social & environmental components associated with business activities. These are inseparable cost of project and hence separate identification of such cost is not feasible.		
<b>Capex</b>			

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
The company’s products and services are procured from business partners/suppliers that are carefully selected through a rigorous onboarding process and due diligence. New vendors go through an intensive evaluation before the company onboard them. The existing vendors are also required to go through regular evaluations to assess their engagement with KIMS. Efforts are underway to include the element of sustainability in the vendor selection process.
  - If yes, what percentage of inputs were sourced sustainably?  
Efforts are underway to include the element of sustainability in the vendor selection process and quantify this data.
- 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.

Waste	Disposal method
<b>Bio-Medical waste</b>	Bio-medical waste is handed over to the Bio Medical Waste Treatment Facility, authorized by CPCB (Central Pollution Control Board) as per Bio-Medical Waste Management Rules, 2016 Rules and amendments thereof.
<b>Hazardous waste</b>	Hazardous waste such as residuals from Sewerage treatment plant (STP) and general health care wastes are disposed through authorized municipal authorities, biomedical. The waste water is treated in the STP and the treated water is re-utilized in watering the plants so that greenery around the hospital is maintained.
<b>E-waste</b>	E-waste is handed over to the vendor authorized by CPCB (Central Pollution Control Board).
<b>Other waste</b>	Other waste is stored in a secured area and cleared regularly as per local municipality rules before collection by Municipal Authorities.

- 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.  
Not Applicable.

## 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?  
\* Considering the nature of operations and business activities of KIMS, Life Cycle Assessment is not being conducted.
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.  
\* Considering the nature of operations and business activities of KIMS, Life Cycle Assessment is not being conducted.
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
This data is not currently available. KIMS is implementing measures to make this data available from the upcoming year.		

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			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	Out of all the waste generated by the company, Bio-medical waste is handed over to the Bio Medical Waste Treatment Facility, authorized by CPCB (Central Pollution Control Board) as per Bio-Medical Waste Management Rules, 2016 Rules and amendments thereof, E-waste is handed over to the vendor authorized by CPCB (Central Pollution Control Board) and Other waste is stored in a secured area and cleared regularly as per local municipality rules before collection by Municipal Authorities.					
<b>E-waste</b>						
<b>Hazardous Waste</b>						
<b>Other waste</b>						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Not Applicable.	

### Sustainable Development Goals (SDG) Mapping for KIMS: Principal 2

Please refer to the end of this report for further details.



**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:\*

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2269	0		0		0	0	0		6	0.27%
Female	2319					73	3.15%			17	0.73%
Total	4588					73	1.60%			23	0.50%
<b>Other than Permanent Employees</b>											
Male		0									
Female											
Total											

\*All the employees at KIMS are provided in house medical treatments at concessional prices.

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male		0									
Female											
Total											
<b>Other than Permanent Employees</b>											
Male	458	0									
Female	558										
Total	1016										

\*All the workers at KIMS are provided in house medical treatments at concessional prices

2. Details of retirement benefits, for Current FY 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	86%	100%	Y	88%	100%	Y
Gratuity	82%	95%	Y (Deposited)	80%	95%	Y (Deposited)
ESI	57%	100%	Y	62%	100%	Y
Others – Please specify	86%	100%	Y	88%	100%	Y

3. **Accessibility of workplaces**

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

KIMS understands that its patients, visitors and employees come from diverse backgrounds and cultures, and a hospital that values diversity and inclusiveness can provide better patient care. We, at KIMS, believe that we have a legal and ethical obligation to provide equal access to healthcare services to all patients, regardless of their disabilities. In line with this, we have provided ramps and separate urinals for differently abled employees, patients and visitors. Our staff is empathetic and work towards understanding the needs and challenges faced by specially abled people.

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.

KIMS provides equal employment opportunities to all individuals, regardless of their race, gender, religion, national origin, age, or disability and continuously work towards creating a fair and inclusive workplace where all employees feel valued, respected, and have an equal opportunity to succeed. Further to this, the company has a documented a Recruitment and Selection Policy which states that the hospital shall provide equal employment opportunities irrespective of sex, caste, creed, religion or community. KIMS also has a documented Employee Rights and Responsibilities Policy that gives the employees the right to be treated equally.

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	88.00	95.45	80.00	100.00
Female	80.00	80.00	95.00	63.16
<b>Total</b>	<b>84.00</b>	<b>87.73</b>	<b>87.50</b>	<b>81.58</b>

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)
<b>Permanent Workers</b>	<b>NA</b>
<b>Other than Permanent Workers</b>	Grievance can be communicated orally or by a formal written complaint, the same will be forwarded to grievance redressal committee. All persons involved in the complaint will have an opportunity to tell their views. The same will be then investigated by the committee and appropriate action is taken. The employee can make an appeal to the Management if he/she is not satisfied with the decision of the committee. The Management should resolve this within 45 days.
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	<b>NA</b>

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

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 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	4588	0		4704	0	
Male	2269					
Female	2319					
Total Permanent Worker	0					
Male						
Female						

\*\*The company does not have any permanent workers which is why the number reflected above equals zero.



8. Details of training given to employees and workers:

	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)
<b>Employees</b>										
<b>Male</b>	2269	1054	22.98%	0		2262	1623	34.50%	0	
<b>Female</b>	2319					2442				
<b>Total</b>	4588					4704				
<b>Workers</b>										
<b>Male</b>	458	599	58.96%	0		447	619	62.33%	0	
<b>Female</b>	558					546				
<b>Total</b>	1016					993				

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
<b>Male</b>	2269	2269	100%	2262	2262	100%
<b>Female</b>	2319	2319	100%	2442	2442	100%
<b>Total</b>	4588	4588	100%	4704	4704	100%
<b>Workers</b>						
<b>Male</b>	458	458	100%	447	447	100%
<b>Female</b>	558	558	100%	546	546	100%
<b>Total</b>	1016	1016	100%	993	993	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?

The Company is strongly committed to ensuring workplace safety and maintaining a healthy environment for all employees.

In line with this, an Occupational Health and Safety management system is being followed from January'23 and the same is done every quarter. Approximately 300 employees will be covered in each quarter.

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

Regular audits are conducted by the Quality department to identify and monitor identify work-related hazards and assess risks.

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

Yes, The Company has well-established Standard Operating Procedures (SOP) for employees and workers. These procedures prescribes the procedures to be followed by the users in the event of any adverse safety incident, and provides for the manner in which company identifies and reports on work-related hazards and the subsequent steps to mitigate them.

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

Yes, the employers/ worker of the entity 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	FY 2021-22
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	Nil	
	<b>Workers</b>		
<b>Total recordable work-related injuries</b>	<b>Employees</b>		
	<b>Workers</b>		
<b>No. of fatalities</b>	<b>Employees</b>		
	<b>Workers</b>		
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>		
	<b>Workers</b>		

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

KIMS believes that creating a safe and healthy workplace is essential for the well-being of employees and the success of the company. It benefits everyone involved, including employees, employers, customers, and other stakeholders. In furtherance of the same, the company commits to provisions of Prevention of Sexual Harassment (POSH), has formed a Grievance Committee, conducts regular fire drills and follows emergency codes. Additionally, different department process & protocols are followed as per requirements.

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
<b>Working Conditions</b>	Nil		NA	Nil		NA
<b>Health &amp; Safety</b>						

14. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Health and safety practices</b>	Nil. However, Regular audits are conducted by the Quality department to identify and monitor identify work-related hazards and assess risks.
<b>Working Conditions</b>	

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

Not applicable as no safety-related incidents and no significant risks/ concerns arising from assessments of health & safety practices and working conditions were reported.

## Leadership Indicators

- 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).

The employees and workers at KIMS are covered under the ESI scheme.

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

EPF, ESI, PT is deducted in every month pay sheets as per the eligibility and paid to the statutory bodies before the due date. Also, Agreements and contracts formalized with value chain partners of the Company enshrine their responsibility to ensure deduction and deposit of statutory dues.

- 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	FY 2021-22	FY 2022-23	FY 2021-22
<b>Employees</b>	Nil. None of our employees or workers have suffered high consequence work-related injury/ ill-health/ fatalities in the current or previous financial year.			
<b>Workers</b>				

- 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)

KIMS understands the importance of transition assistance program in helping individuals overcome the challenges of a career change and set them on a path towards success in their new career. Keeping this in mind, we as a company provide the same to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	Nil. Although the value chain partners are not assessed on the abovementioned aspects, KIMS has a rigid process for the evaluation and onboarding of its suppliers
<b>Working Conditions</b>	

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable.

### Sustainable Development Goals (SDG) Mapping for KIMS: Principal 3

Please refer to the end of this report for further details.



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

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
At KIMS, stakeholders assume a very critical position in its organizational goals both- Financial & Non-Financial. For us both internal and external stakeholders are equally important and we strive to maintain regular interaction with the stakeholders through various channels and modes in order to understand their queries, concerns, expectations and our obligations towards them. We have identified key stakeholder groups as- shareholders, employees, patients, healthcare professionals, suppliers, regulators & community.
- 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
Investor/ shareholder	No	Website, Newspaper, Email, Meetings	Need basis- The company engages with stakeholders as and when required.	<ul style="list-style-type: none"> <li>• Business and Financial</li> <li>• Performance</li> <li>• Strategic roadmap for growth</li> <li>• ROCE</li> <li>Dividends</li> </ul>
Patients	Yes	Website, Newspaper, Email, SMS, Pamphlets		<ul style="list-style-type: none"> <li>• Quality of healthcare services</li> <li>• Data Privacy</li> <li>• Patient Relationship Management</li> <li>Affordable healthcare</li> </ul>
Healthcare Professional	No	Email, Website, Newspaper, SMS, Meetings		<ul style="list-style-type: none"> <li>• Infrastructure Support</li> <li>• Research and Development</li> <li>Occupational Health and Well-being</li> </ul>
Employees	No	E-mail, SMS, Meetings, Notice Board, Website, Intranet, Advertisements		<ul style="list-style-type: none"> <li>• Career progression</li> <li>• Diversity &amp; Inclusion</li> <li>• Employee Engagement</li> <li>• Employee Wellbeing</li> <li>Rewards and Recognitions</li> </ul>
Regulators	No	Website, Newspaper, email		<ul style="list-style-type: none"> <li>• Fair and ethical business practices</li> <li>Transparency in disclosures</li> </ul>
Community	Yes	Newspaper, Website, Pamphlets, Advertisements		<ul style="list-style-type: none"> <li>• Affordability</li> <li>Better Access to Health and Nutrition</li> </ul>
Suppliers/ Vendors	No	Meetings, Email		<ul style="list-style-type: none"> <li>• Ensuring quality in the supply chain</li> <li>Mitigating the Environment &amp; Social risks in the supply chain</li> </ul>
Industry Associations	No	Newspaper, Website, Pamphlets, Advertisements		<ul style="list-style-type: none"> <li>• R &amp; D</li> <li>Tie-up</li> </ul>

## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  
The Company management regularly interacts with key stakeholders. There are various mechanisms employed for analysing, planning and implementing various tasks to engage stakeholders. It enables the translation of stakeholder needs into organizational goals and creates the basis of effective strategy development.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.  
Yes, the identification, prioritisation of material issues relevant to the environment, social, economic and governance topics is done in consultation with the stakeholders. The identified issues are then subsequently mapped with relevant risks. As part of the risk management plan, the Company subsequently strategizes and develops mitigation action plans for the identified risk.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.  
The Company's CSR activities focus on the disadvantaged, vulnerable and marginalized segments of society. All CSR programs are aligned to the CSR Policy of the Company. Critical focus areas of the Company's CSR mandate include education, gender equality and women empowerment, addressing hunger, poverty, nutrition and health.

### Sustainable Development Goals (SDG) Mapping for KIMS: Principal 4

Please refer to the end of this report for further details.



**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			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	4588	1054	22.98%	4704	1623	34.5%
Other than permanent	0	0		0	0	
<b>Total Employees</b>	4588	1054		4704	1623	
<b>Workers</b>						
Permanent	0	0	58.96%	0	0	62.33%
Other than permanent	1016	599		993	619	
<b>Total Workers</b>	1016	599		993	619	

\*\* The Human Rights training is a part of induction trainings and the data only represents the number of employees/ workers who received the said training as a part of Induction process in the FY 22-23 and 21-22 respectively.

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

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)
<b>Employees</b>										
Permanent	4588	785	17.1%	3803	82.9%	3849	463	12.02	3386	87.98
Male	2269	261	11.5%	2008	88.5%	1972	127	6.44	1845	93.56
Female	2319	524	22.6%	1795	77.4%	1877	336	17.90	1541	82.10
<b>Other than Permanent</b>	Nil									
Male										
Female										
<b>Workers</b>										
Permanent	Nil									
Male										
Female										
Other than Permanent	1016	1016	100	0		993	993	100	0	
Male	458	458	100			447	447	100		
Female	558	558	100			546	546	100		

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (per month)	Number	Median remuneration/ Salary/ Wages of respective category
<b>Board of Directors (BoD)</b>	8	INR 15,00,000	2	INR 2,25,000
<b>Key Managerial Personnel</b>	4	INR 15,00,000	1	INR 2,25,000
<b>Employees other than BoD and KMP</b>	2257	INR 33,826	2316	INR 21,900
<b>Workers</b>	458	INR 14,801	558	INR 13,668

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. The Company has adopted a Grievance Policy to develop and maintain an effective, timely, fair and equitable grievance handling system which is easily available and offered to all KIMS's employees. A Code of Conduct that outlines the norms, employee responsibilities and acceptable employee conduct has also been formalized and compliance with the same is mandatory for all employees.

There are various committees responsible for human rights impacts and issues. There is zero tolerance for sexual harassment at workplace. A specific committee constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to handle any complaints or concerns with respect to sexual harassment has also been established.

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

The Company has a Grievance Redressal Policy that provides details on the processes and procedures to be followed to redress all employee grievances. The redressal mechanism has been designed to protect the confidentiality of aggrieved employees and provide redress in a timely and effective manner

6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
<b>Sexual harassment</b>	Nil. No complaints were raised with regards to the mentioned human rights issues in the reporting year and the previous year.					
<b>Discrimination at workplace</b>						
<b>Child Labour</b>						
<b>Forced Labour/ Involuntary Labour</b>						
<b>Wages</b>						
<b>Other Human Rights related issues</b>						

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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation.

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

Yes, the Company has specific clauses as part of the Code of Conduct included in the business agreements and contracts / purchase orders. Human Rights form a part of the Code of Conduct

9. Assessments for the year:

	<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	Upholding of Human Rights is critical to the Company's business. Strict internal vigilance is maintained to ensure prevention of discrimination and conduct our operations in a fair and transparent manner, aligned with all national and international standards of Human Rights. For FY 2022-23, assessment was undertaken by an external party and 100% of our plants were covered.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
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.  
There were no significant risks/ concerns found arising from the assessments at Question 9 above hence, this point is not applicable to us.

### Leadership Indicators

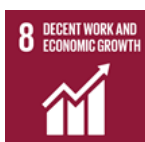
- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints  
Since there were no grievances/ complaints raised with regards to human rights issues, this point is not applicable to us. However, the Company undertakes a regular review of its policies and business processes and updates are made as applicable, in line with regulatory changes or internal requirements.
- Details of the scope and coverage of any Human rights due-diligence conducted.  
The company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.
- 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?  
KIMS understands that its patients, visitors and employees come from diverse backgrounds and cultures, and a hospital that values diversity and inclusiveness can provide better patient care. We, at KIMS, believe that we have a legal and ethical obligation to provide equal access to healthcare services to all patients/ visitors/ employees, regardless of their disabilities. In line with this, we have provided ramps and separate urinals for differently abled visitors, employees and patients. Our staff is empathetic and work towards understanding the needs and challenges faced by specially abled people.
- Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual Harassment</b>	Upholding of Human Rights is critical to the Company's business. Strict internal vigilance is maintained to ensure prevention of discrimination and conduct our operations in a fair and transparent manner, aligned with all national and international standards of Human Rights. KIMS is committed to providing details on assessment of our value chain partners and the same will be made available from subsequent financial years.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour / Involuntary Labour</b>	
<b>Wages</b>	
<b>Others – Please Specify</b>	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.  
Not Applicable.

#### **Sustainable Development Goals (SDG) Mapping for KIMS: Principal 5**

Please refer to the end of this report for further details.





**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: (MegaJoules)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	61415481.6	58499679.6
Total fuel consumption (B)	1558503.36	2040638.968
Energy consumption through other sources (C)	95508	280728
<b>Total energy consumption (A+B+C)</b>	63069492.95	60821046.57
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0054	0.0052
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

Not Applicable. The company does not come under the ambit of PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	306530	274495
(iii) Third party water	3996	5635
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	30661	43911
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	341187	324041
<b>Total volume of water consumption (in kilolitres)</b>	341187	324041
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	2.95	2.80
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the company has implemented Zero Liquid Discharge. Efforts have been made by the Company to manage and reduce its water consumption. Efficient utilization of water is one of the most important parameters of the Company's sustainability agenda. The sewer generated from hospitals in Secuderabad, Nellore and Rajahmundry units is treated in sewage treatment plant and water is reused for flushing in toilets and for chillers condensers. The sewer generated from hospital unit in Ongole is used for landscaping in the hospital premises.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Gram	0.0091	0.0119
SOx	Gram	0.0040	0.0052
Particulate matter (PM)	Gram	0.1353	0.2123
Persistent organic pollutants (POP)	The company currently does not measure these pollutants. However, efforts are underway to provide the data from the upcoming years.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
specify	Nil	Nil	Nil

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

No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,290.03	1,132.87
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	7,478.99	7,716.87
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/ rupee	7.59	7.66
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-		

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.  
 KIMS is committed to endeavours continuous support in energy consumption, monitoring, system efficiency enhancement and identification of opportunities for energy optimization. KIMS Secunderabad has partnered up with Smart Joules Pvt. Ltd (SJPL), a prominent Energy Services Company (ESCO), in 2018. A new and innovative model known as JoulePAYS was executed wherein, KIMS makes Zero Capital investment to implement various Energy Conservation Measures (ECMs) across the hospital and gets a guaranteed energy savings of minimum 10% annually over the baseline energy consumption.

The company has also taken initiatives in support of clean technologies, energy efficiencies, and renewal energy. The company has installed LED lights across all the hospital units as part of the clean and energy efficiency measures. Further, the KIMS Hospital – Secunderabad unit is a certified Green OT that is a part of initiatives on clean technology, energy efficiency, and renewable energy.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	The amount of plastic waste is included in below mentioned categories as it is not being separately calculated. Efforts are underway to provide this data from the upcoming years.	
E-waste (B)	0.12	4.45
Bio-medical waste (C)	99.93	87.69
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0.06	0.06
Other Hazardous waste. Please Specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	100.10	92.20
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Nil	
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste	Bio-medical waste is handed over to the Bio Medical Waste Treatment Facility, authorized by CPCB (Central Pollution Control Board) as per Bio-Medical Waste Management Rules, 2016 Rules and amendments thereof, E-waste is handed over to the vendor authorized by CPCB (Central Pollution Control Board) and Other waste is stored in a secured area and cleared regularly as per local municipality rules before collection by Municipal Authorities.	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

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

No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

At KIMS, Bio-medical waste is handed over to the Bio Medical Waste Treatment Facility, authorized by CPCB (Central Pollution Control Board) as per Bio-Medical Waste Management Rules, 2016 Rules and amendments thereof, E-waste is handed over to the vendor authorized by CPCB (Central Pollution Control Board) and Other waste is stored in

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	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
	Not Applicable. The Company has no operations/offices in/around ecologically sensitive areas. Hence, required environmental approval/ clearances are not applicable for the Company.		

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
Nil					

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:

Serial Number	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 taken, if any action
Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India. BBL maintains all emissions/waste generated at various units within permissible limits. These are continuously monitored, reviewed internally, and reported to the CPCB / SPCB as per the requirement.				

## 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	FY 2021-22
<b>From renewable sources (Mega Joule)</b>		
Total electricity consumption (A)	26000874	25361830.8
Total fuel consumption (B)	1558503.36	2040638.968
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	27559377.36	27402469.77
<b>From non-renewable sources</b>		
Total electricity consumption (D)	35414607.6	33137848.8
Total fuel consumption (E)	1558503.35	2040638.97
Energy consumption through other sources (F)	95508	280728
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	37068619	35459215.77

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

2. Provide the following details related to water discharged:

\*\*Water is treated in STP and reused for toilets flushing and chillers.

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water - No treatment - With treatment - please specify level of treatment	Nil	
(ii) To Groundwater - No treatment - With treatment - please specify level of treatment		
(iii) To Seawater - No treatment - With treatment - please specify level of treatment		
(iv) Sent to third-parties - No treatment - With treatment - please specify level of treatment		
(v) Others - No treatment - With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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 – NA

(ii) Nature of operations – NA

(iii) Water withdrawal, consumption and discharge in the following format: The Company does not withdraw, consume or discharge water in areas of water stress

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>	NA. KIMS does not withdraw, consume or discharge water in areas of water stress.	
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water - No treatment - With treatment – please specify level of treatment		NA
(ii) Into Groundwater - No treatment - With treatment – please specify level of treatment		
(iii) Into Seawater - No treatment - With treatment – please specify level of treatment		
(iv) Sent to third-parties - No treatment - With treatment – please specify level of treatment		
(v) Others - No treatment - With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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.

5. 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. The Company has no operations/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Nil	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
Yes, the company has a disaster management plan. The purpose of this plan is mobilization and organization of hospital resources to meet a disaster situation, identify responsibilities of individuals and departments and identify standard operating procedures (SOP) for emergency activities and responses.

8. 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?

Not Applicable.

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

Focused efforts are undertaken to ensure that the Company’s value chain partners are sustainable in their mode of operation. Opportunities for environment impact assessment are being evaluated and relevant steps will be taken in this direction for subsequent financial years.

**Sustainable Development Goals (SDG) Mapping for KIMS: Principal 6**

Please refer to the end of this report for further details.



**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.

We are affiliated with 2 trade and industry chambers/ associations. Details are listed down below (1.b).

- 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	Association of Healthcare Providers (India)	National
2	Consortium of Accredited Health Care Organization	National

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable		

**Leadership Indicators**

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

KIMS engages in constructive dialogues with industry regulatory bodies and associates on issues of legitimate interest of the group. At Industry level, we participate in many industry forums and associations. We collaborate with these associations and forums to set industry standards benchmarks with best global practises. Through our regular interaction with these associations and forums, we ensure long-term viability of the industry by participating in policy development and thereby securing a sustainable future.

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Nil					

**Sustainable Development Goals (SDG) Mapping for KIMS: Principal 7**

Please refer to the end of this report for further details.





**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
NA. The company has not undertaken any SIA projects in the reporting year. The requirement of the same shall be assessed in the upcoming year and taken up accordingly.					

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)
NA						

3. Describe the mechanisms to receive and redress grievances of the community.  
 The Company’s operations do not have negative impact on the local community. However, the company strongly believes that efforts must be made to protect the lives of communities living in and around the Company’s area of operations. Further, the Company follows an open-door approach that fosters an environment of transparency and accountability for local community members to raise their grievances, if any.
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	Medical procurements are generally based on prescription and clinician requirements. If those products are supplied through MSME vendors, we on board them for supplies. However, no specific initiatives made for encouraging MSME vendor onboarding for medical supplies.	
Sourced directly from within the district and neighbouring districts	91.46%	91.12%

**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
This question does not apply to the company as no Social Impact Assessment was undertaken during the reporting period.	

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)
Nil for this reporting year, the Company did not undertake any CSR projects in designated aspirational districts.			

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

Medical procurements are generally based on prescription and clinician requirements. If those products are supplied through these groups, the company onboards them for supplies. No specific initiatives made for encouraging suppliers comprising marginalized/

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

Not Applicable.

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

Not Applicable.

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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective Action taken
This question does not apply to the company as there has not been any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		

6. 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.	Skilling & Reskilling	94	50%
2.	School infrastructure	10 Schools (68 PCs)	100%
3.	Camps (At various locations)	4600	100%
4.	Free Clinics	3900	100%
5.	Fire Station Infrastructure Development for Telangana State - Disaster Response and Fire Services Wing	Households and Industries situated in the belt	35%
6.	Skilling / Training to eligible candidates for Government Exams	1000+	100%

### Sustainable Development Goals (SDG) Mapping for KIMS: Principal 8

Please refer to the end of this report for further details.



**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.  
KIMS takes the feedback of its patients very seriously and thrives to implement measures to redress any queries or grievances.

The following methods are implemented for the patients to communicate their complaints and grievances to the management.

- Direct Visits by Relationship manager – The patient feedback and opinions may be obtained verbally during direct patient’s visits to the relationship manager.
- Any such complaints are immediately reported by the relationship manager to the concerned Department. After the complaint is addressed, the concerned HOD should resolve the issue within 1 hour.
- Feedback is collected from patients once the patients are discharge, it is collected by third party.
- The Analysis of discharge feedbacks are analysed by Quality Department.

The patients also has the right to justice by lodging a complaint to patient care floor manager. If the grievance is still not attended by them, they may contact the grievance manager on 7995222794, E-mail ID:- assistance@kimshospitals.com or on website <https://www.kimshospitals.com/>.

2. Turnover of products and/ 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	Not Applicable
Safe and responsible usage	
Recycling and/ or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks Received during the Year
	Received during the Year	Pending resolution at end of year		Received during the Year		
Data Privacy	Nil					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	We are healthcare providers hence this point does not apply to us.	
Forced recalls		

- 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

Data privacy policies are crucial for hospitals and healthcare organizations because they handle sensitive personal information of patients, such as medical records, insurance information, and personal identification. In furtherance of the same, KIMS has maintained a policy on cyber security.

Link- This policy is present on company's intranet. Hence, the website is not accessible to general public.

- 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.

No issues were reported.

## Leadership Indicators

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

Website: [www.kimshospitals.com](http://www.kimshospitals.com) and [www.kimscuddles.com](http://www.kimscuddles.com)

Facebook: <https://www.facebook.com/kimshospitals>

Instagram: <https://www.instagram.com/kimshospitals/>

Twitter: <https://twitter.com/kimshospitals>

LinkedIn: <https://www.linkedin.com/company/kimshospitals/>

YouTube: <https://www.youtube.com/@KIMSHospitalsOfficial/featured>

- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. KIMS provides the information of all its services on its website and various other social media channels. It has also published its Policies on the website that is easily accessible to everyone.

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

The Company is bound under the SEBI (Listing Obligations and Disclosure Requirements) Regulations to promptly inform the Stock Exchanges about any material event which may

- 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)

Feedback is collected from patients once the patients are discharged. It is collected by third party and the analysis of discharge feedbacks are done by the Quality Department. All the feedback forms are analyzed by Quality department on weekly basis. The feedback forms are sent to the concerned departments as per the complaints and suggestions

- Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact

Nil

- Percentage of data breaches involving personally identifiable information of customers

Nil

### Sustainable Development Goals (SDG) Mapping for KIMS: Principal 9

Please refer to the end of this report for further details.



# SDG MAPPING: PRINCIPLE 1-9<sup>1</sup>



## **NO POVERTY: SDG 1**

KIMS has identified category of disadvantaged, vulnerable & marginalized stakeholders as per Company's policy. The Company provides the medical treatment to Below Poverty Line (BPL) patients and employees through the Government schemes such as Arogyasree and Employee Health Schemes (EHS) and ECHS. We also launched a massive cancer awareness drive wherein our doctors go to the villages and conduct screenings to detect cancer at early stages and give follow up treatment.

## **GOOD HEALTH AND WELL BEING: SDG 3**

The company provides certain retirement benefits to its employees and also conducts regular training and awareness sessions on safety and skill upgradation.

## **QUALITY EDUCATION: SDG 4**

CSR agenda at KIMS embraces activities on education, clean environmental living, Genetic Research and new drug discovery initiatives, in primary and secondary health-care.

## **CLEAN WATER AND SANITATION: SDG 6**

KIMS treats the waste water in the Sewage Treatment Plant and the treated water is re-utilized for watering the plants so that greenery around the hospital is maintained.

## **AFFORDABLE AND CLEAN ENERGY: SDG 7**

An innovative model known as JoulePAYS was executed wherein, KIMS makes Zero Capital investment to implement various Energy Conservation Measures (ECMs) across the hospital.

The company has installed LED lights across all the hospital units as part of the clean and energy efficiency measures. Further, the KIMS Hospital – Secunderabad unit is a certified Green OT

## **DECENT WORK AND ECONOMIC GROWTH: SDG 8**

KIMS has adopted various policies like remuneration policy, risk management policy, dividend distribution policy and follows standard practices such as creating healthy and safe working environment, providing gratuity etc., as per applicable laws.

The company has various committees such as the audit committee, stakeholder relationship committee, CSR committee, Risk Management Committee and other committees to have a check over the implementation of policies.

<sup>1</sup>The Ministry of Corporate Affairs (2018) National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

# SDG MAPPING: PRINCIPLE 1-9<sup>2</sup>



## **CLIMATE Action: SDG 13**

We are committed in our endeavors on energy conservation, monitoring, system efficiency enhancement and identification of opportunities for energy optimization.

## **LIFE ON LAND: SDG 15**

KIMS maintains all emissions/waste generated at various units and subsidiaries within permissible limits. These are continuously monitored, reviewed internally, and reported to the CPCB / SPCB as per the requirement.

The Company has a defined process in disposing off biomedical waste and it ensures at the inception the correct way of sorting, labelling, handling, storage, and transporting of solid and liquid waste. This process ensures in prevention of infections and contamination of personnel & equipment and paves way for reducing nosocomial infections. Further, all the hazardous waste such as residuals from Sewage treatment plant (STP) and general health care wastes are disposed through authorized municipal authorities. Bio Medical waste is handed over to a Government approved vendor.

## **PEACE, JUSTICE AND STRONG INSTITUTIONS: SDG 16**

KIMS has a policy for prevention of sexual harassment, a whistle-blower policy and a code of conduct.

## **PARTNERSHIP FOR THE GOALS: SDG 17**

KIMS provides the medical treatment to Below Poverty Line (BPL) patients through the Government schemes such as Arogyasree and it also caters to the Central and State Government employees under various schemes, like Employee Health Schemes (EHS) and Ex-servicemen Contributory Health Scheme (ECHS), Arogya Bhadratha and Central Government Health Scheme (CGHS).



<sup>2</sup>The Ministry of Corporate Affairs (2018) National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).