



Date: 01st September, 2023

To The Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra – Kurla Complex Bandra (East) <u>Mumbai – 400 051</u> Stock Code : INDOCO-EQ	To The Listing Department Bombay Stock Exchange Limited Floor 25, P. J. Towers, Dalal Street, <u>Mumbai – 400 001</u> Stock Code : 532612
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-2023

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith business responsibility and sustainability report for the financial year 2022- 2023. Additionally, the business responsibility and sustainability report is also being uploaded on the website of the Company at www.indoco.com.

This is for your information and records.

Thanking you,
Yours faithfully,
For Indoco Remedies Limited

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Ramanathan Hariharan
Company Secretary & Head- Legal

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L85190MH1947PLC005913
2.	Name of the Listed Entity	Indoco Remedies Limited
3.	Year of incorporation	1947
4.	Registered office address	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
5.	Corporate address	Indoco House, 166 CST Road, Vidyanagari Marg, Kalina, Santacruz East, Mumbai 400098
6.	E-mail	compliance.officer@indoco.com
7.	Telephone	+91 22 6287 1000 / 6879 1250
8.	Website	www.indoco.com
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 18,43,00,000/-
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. Ramanathan Hariharan, Company Secretary & Head (Legal), Tel. No. : +91 22 68321400, Email Id: compliance.officer@indoco.com
13.	Reporting boundary	Standalone Basis

II. Products/services

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

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

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Formulation Pharmaceutical preparation	21002	94.63
2	Chemical preparation (Active Pharma Ingredients)	21001	4.31
3	Analytical Research & Bio-Equivalent studies	72100	1.04

III. Operations

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

<i>Location</i>	<i>Number of plants</i>	<i>Number of offices</i>	<i>Total</i>
National	9	4	13
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

<i>Locations</i>	<i>Number</i>
National (No. of States)	20
International (No. of Countries)	60

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

48.30% of the Company's total revenue (standalone) can be attributed to its earnings from exports.

c. A brief on types of customers

Indoco, being a pharmaceutical Company, has a diverse customer base that includes patients, healthcare professionals/providers, hospitals, clinics, wholesalers, distributors, retail pharmacies, government agencies/institution, other pharmaceutical companies and international customers. The end-users of Indoco's products are patients who rely on its medicines to treat various ailments. The Company exports its products to various countries worldwide, catering to a global customer base.

IV. Employees

18. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

<i>S. No.</i>	<i>Particulars</i>	<i>Total (A)</i>	<i>Male</i>		<i>Female</i>	
			<i>No. (B)</i>	<i>% (B / A)</i>	<i>No. (C)</i>	<i>% (C / A)</i>
Employees						
1.	Permanent (D)	5,241	4,780	91.20	461	8.80
2.	Other than Permanent (E)	3	2	66.67	1	33.33
3.	Total employees (D + E)	5,244	4,782	91.19	462	8.81
Workers						
4.	Permanent (F)	857	815	95.10	42	4.90
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total workers (F + G)	857	815	95.10	42	4.90

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently-abled employees						
1.	Permanent (D)		Nil			
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
Differently-abled workers						
4.	Permanent (F)		Nil			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	2	Nil	Nil

20. The turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	46.04%	20.87%	43.78%	48%	21.09%	45.60%	32.11%	24.05%	31.40%
Permanent Workers	16.63%	Nil	15.83%	16.87%	Nil	16.06%	22.40%	6.82%	21.60%

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	Xtend Industrial Designers and Engineers Private Limited	Subsidiary	100	No
2	Indoco Remedies Czech S.R.O	Subsidiary	100	No
3	Indoco Remedies UK Limited	Subsidiary	100	No
4	Warren Remedies Private Limited	Subsidiary	100	No
5	Jalansar Wind Energy Private Limited	Associate	26	No
6	Kanakal Wind Energy Private Limited	Associate	26	No

VI. CSR Details

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

(ii) Turnover (₹) : ₹ 1,63,813 Lakhs

(iii) Net worth (₹) : ₹ 1,02,636.38 Lakhs

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			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 https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes https://www.indoco.com/inv-grievances.asp	1	Nil	N.A.	Nil	Nil	N.A.
Employees and workers	Yes https://www.indoco.com/policies/policy-on-prevention-of-sexual-harassment-at-the-workplace.pdf	Nil	Nil	N.A.	Nil	Nil	N.A.
	https://www.indoco.com/policies/code_of_conduct.pdf						
	https://www.indoco.com/policies/Whistle_Blower_and_Vigil_Mechanism.pdf						
Customers	Yes https://www.indoco.com/contact-us.asp	73	Nil	N.A.	229	Nil	N.A.
	https://www.indoco.com/policies/grievance_redressal_policy_external.pdf						
Value Chain Partners	Yes https://www.indoco.com/policies/grievance_redressal_policy_external.pdf	55	Nil	N.A.	99	Nil	N.A.
	https://www.indoco.com/contact-us.asp						

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

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	Energy Management	Opportunity	Purchase of renewable energy and adoption of energy efficiency initiatives can assist reduce operating costs and offset emissions.	The use of solar power units, energy efficient machinery and LEDs to reduce power consumption.	Positive - Investments in renewable energy, energy-efficient machinery and processes has the potential to propel business in the long run via reduced operating costs.
2	Carbon Emissions	Risk	Increasing product demand will necessitate higher manufacturing capacity, resulting in a rise in emissions.	Implementation of energy efficient technologies in processes will help in reducing emissions and help the Company achieve its targets.	Negative- Investments in environmentally friendly technology and processes for reducing emissions will lead to increased operating costs.
3	Water Management	Risk	Water, being a limited resource on the globe and a vital component of all activities, poses a threat to future operations.	Devise tactics and conduct assessments to ensure maximum efficiency of Zero Liquid Discharge (ZLD) across all facilities, along with initiatives aimed at conserving valuable water resources.	Positive - No immediate financial impact is envisaged, and we are taking measures to guarantee effective water management to prevent this problem from getting out of hand.
4	Waste Management	Opportunity	The waste generated may be considered as a resource that may be utilised in the future, as well as a strategy to mitigate the negative environmental consequences of the business.	Implemented waste recycling procedures to minimize waste disposal. Additional actions are taken to ensure waste remains within permissible levels outlined by Central Pollution Control Board/State Pollution Control Board.	Positive - Waste is recycled and used both internally and outside, guaranteeing that operating costs are decreased.

<i>S. No.</i>	<i>Material issue identified</i>	<i>Indicate whether risk or opportunity (R/O)</i>	<i>Rationale for identifying the risk/ opportunity</i>	<i>In case of risk, approach to adapt or mitigate</i>	<i>Financial implications of the risk or opportunity (Indicate positive or negative implications)</i>
5	Value Chain Management	Risk	Because the product is reliant on the supply chain for the duration of its life cycle, a good contingency plan is essential to cope with unanticipated events that may disrupt the supply chain.	Employing a robust assessment method to analyze the repercussions of an unforeseen supply chain disruption and developing a thorough contingency strategy to mitigate substantial business disruptions. Assessing suppliers to ensure alignment with industry-specific responsible supply chain initiatives and compliance requirements.	Negative - Long-term effects on the business partnership might result from suppliers not adhering to the standards set by the growing industries. On the other side, ethical supply chain procedures will help the business deal with unanticipated supply chain interruptions and enhance its overall social and environmental performance.
6	Social Responsibility	Opportunity	Involvement in community development raises the standard of living in the region, producing future employment prospects as well as clients. Being a community benefactor also boosts the Company's reputation.	Community engagement activities are developed and implemented, which include both financial contributions to the community and initiatives carried out by the Company's CSR Committee.	Positive - CSR initiatives offer advantages to the community, fostering positive sentiment and elevating the Company's brand, resulting in enduring financial gains.
7	Diversity, Equity and Inclusion (DEI)	Opportunity	It gives the Company the opportunity to contribute to the advancement of society as a whole, as well as access to a bigger pool of talent for its personnel.	Emphasis is placed on facilitating the promotion of employees from diverse backgrounds, regardless of age, caste, gender, etc. This is achieved by creating a safer working environment through the formulation of policies that uphold equal rights and ensure safety.	Positive - The advantages stemming from DEI endeavors uplift employee morale and fortify the Company's workforce, yielding lasting financial advantages.

<i>S. No.</i>	<i>Material issue identified</i>	<i>Indicate whether risk or opportunity (R/O)</i>	<i>Rationale for identifying the risk/ opportunity</i>	<i>In case of risk, approach to adapt or mitigate</i>	<i>Financial implications of the risk or opportunity (Indicate positive or negative implications)</i>
8	Employee Welfare	Opportunity	Due to the importance of the employee as a component of the business growth plan, failure to exceed workforce expectations may have an adverse effect on the Company's retention rate and business continuity.	Particular attention is dedicated to aligning the health and other employee benefits with industry norms.	Positive- The costs associated with the benefits offered are crucial for the wellbeing of the workforce and for motivating employees, which improves the effectiveness of operations.
9	Product Responsibility	Risk	Considering the pharmaceutical industry's high sensitivity to product quality and safety problems, addressing product liability risks is critical.	Strict monitoring processes have been implemented to determine the safety and quality of the product.	Negative - Due to the delicate nature of pharmaceutical items, any compromise on the quality and safety of the products may have major financial and legal repercussions for the Company.
10	Attracting and retaining Talent	Opportunity	Because personnel is an important component of the business growth plan, failing to satisfy workforce expectations may have a negative impact on the Company's retention rate and business continuity.	The Company aims to retain talent by providing growth and learning opportunities to its employees via regular skill upgradation and regular reviews and appraisals.	Positive- A strong staff with a high retention rate shows the Company's commitment to offering a positive work environment, a proactive approach to workforce development, and increased productivity.
11	Health and Safety	Risk	Highly skilled workers and employees complete their duties more effectively, efficiently, and safely.	Continuous efforts are undertaken to keep the plants updated with the latest safety protocols, ensuring employee well-being and optimizing production.	Positive – Financial resources allocated for the initiatives on employee health and safety will potentially yield positive results in the long term.
12	Business Conduct and Ethics	Risk	Non-compliance with the Company's ethical standards could lead to the erosion of the Company's reputation, along with potential financial and legal repercussions.	Mechanisms for vigilant monitoring and adherence are established to ensure that all business operations align with the Company's values and standards.	Negative - A breach in any of the Company's commercial operations might place the Company at serious financial, legal, and reputational danger.

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)
13	Risk Management	Opportunity	Risk management of several Company components may aid in decision-making in order to maintain a sustainable and profitable business.	The Company analyzes risk management procedures in each function, assisting in the identification of potential future concerns, and takes the required actions to mitigate such risks.	Positive - In order to maintain profitability, the Company takes proactive steps to reduce future hazards.
14	Data Integrity and Security	Opportunity	The significance of technology and cyber security must be assessed on a regular basis in order to prevent breaches of data privacy involving sensitive information belonging to the business and its stakeholders.	Security systems, IT and monitoring systems, anti-virus, and patch management have all been reinforced to reduce the dangers connected with cyber security and data breaches.	Positive - A strong alignment of safe data integrity principles will ensure compliance with data security and privacy laws, prevent any data loss, and help the Company to comply with data security and privacy laws with the help of cutting-edge technology and digitalization activities inside its business processes.

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	https://www.indoco.com/inv-corp-policies.asp								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	WHO-cGMP
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	This being the inaugural year of this BRSR report, the data received from all aspects of business are being assessed. The targets will be based on the analysis of the data of the financial year 2022-2023, hence the commitments will be disclosed in the financial year 2024-2025.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of the Company against the commitments will be disclosed in the financial year 2024-2025.
Governance, leadership and oversight	
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Indoco, we recognize our responsibility to conduct our business in a sustainable and socially responsible manner. Our commitment to sustainability extends beyond the products we manufacture and the services we provide. It encompasses all aspects of our operations, including our impact on the environment, the safety and well-being of our employees, and the communities in which we operate.</p> <p>We are dedicated to minimizing our environmental footprint by continuously improving our operations, reducing our energy consumption, and responsibly managing our waste and emissions. We are committed to promoting the health and safety of our employees by providing a safe work environment, supporting a culture of wellness, and investing in training and development.</p> <p>In addition to our internal sustainability efforts, we strive to positively impact the communities in which we operate. We support local initiatives, engage in philanthropic activities, and partner with organizations that share our commitment to sustainability and social responsibility.</p> <p>At Indoco, sustainability is not just a buzzword; it is a fundamental principle that guides our business decisions and actions. We will continue to strive for excellence in sustainability and uphold our commitment in making a positive impact on the world.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sundeep V Bambolkar, Jt. Managing Director (DIN: 00176613)
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.	No

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the 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	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	The policies of the Company are reviewed periodically / on a need basis by department heads / director / board committees / board members, wherever applicable																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly basis.																	

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

Yes, the policies have been assessed during the Ecovadis Audit.

12. If the 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)	Not Applicable since the policies of the Company cover all Principles on NGRBCs.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Company conducts familiarisation programmes for its Board of Directors at regular intervals which covers topics such Business and Operational performance of the Company, Regulatory Updates, Environment, Health and Safety and Risk Management.	100
Key Managerial Personnel	3	Leadership Development Programme, Financial Empowerment, Goal Setting & Interactive Session.	100
Employees other than BoD and KMPs	440	The Company offers training to its employees covering Health and Safety, Skill Enhancement, Human Rights, and Ethics among other aspects of the business. These training sessions encompass various topics, including Biomedical Waste Management, Fire Safety Measures (including drills), Phlebotomy Procedures, Emergency Evacuation Systems, Handling Adverse Events, Documenting Mock Drills, Personal Protective Equipment Training, Work Permit Awareness, Chemical Handling, and Workplace Hazard Awareness.	Refer Note*
Workers	51	The Company conducts comprehensive employee training sessions encompassing Health and Safety, Skill Enhancement, Human Rights, and Ethics. Topics covered include Biomedical Waste Management, Fire Safety Measures (with drills), Phlebotomy Procedures, Emotions & Neurosciences, ETI Base Code, Anti-Bribery, Corruption, and Fraud Policy, Sexual Harassment Awareness, Non-Conformity and Corrective Actions, EHS Management Review, Internal Audit, Roles and Responsibilities, Hazard Identification & Control, Job-Specific Hazards, Issuing Work Permits, Operating Fire Safety Equipment (extinguishers and hydrants), Safety Policy, Accident Prevention, and Emergency Exit Procedures.	Refer Note*

Note* : As this marks the first year of reporting on our ESG aspects, we have included training details in the report. However, specific per-person training data was not gathered during this period. Protocols are now established to capture this information for the financial year 2023-2024.

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):

<i>Monetary</i>					
<i>Particulars</i>	<i>NGRBC Principle</i>	<i>Name of the regulatory/ enforcement agencies/ judicial institutions</i>	<i>Amount (In INR)</i>	<i>Brief of the Case</i>	<i>Has an appeal been preferred? (Yes/No)</i>
Penalty/ Fine			Nil		
Settlement					
Compounding fee					
<i>Non-Monetary</i>					
<i>Particulars</i>	<i>NGRBC Principle</i>	<i>Name of the regulatory/ enforcement agencies/ judicial institutions</i>	<i>Brief of the Case</i>		<i>Has an appeal been preferred? (Yes/No)</i>
Imprisonment			Nil		
Punishment					

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

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

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

Yes, the Company has an Anti-bribery and Anti-Corruption Policy. The Policy is available on the Company's website at the web link: https://www.indoco.com/policies/anti-corruption_policy.pdf

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

<i>Particulars</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Directors	No Directors/KMPs/employees/workers were involved in bribery/ corruption both in FY 2022-23 and FY 2021-22. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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 no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest.

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

Essential Indicators

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

Particulars	FY 2022-23 (%)	FY 2021-22 (%)	Details of improvements in environmental and social impacts
R&D	–	–	–
Capex	0.89	Refer Note*	Effluent Treatment Plant and Sewage collection systems set up have increased Waste management capabilities of the Company.

*Note** - Sewage treatment plant was set up in financial year 2021-2022 with a capacity of 15 KLD.

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

No, the Company does not have procedures in place for sustainable sourcing, but a policy is being formulated encapsulating the procedures and guidelines for the same. This will be applicable from the financial year 2023-2024.

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

Not Applicable

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

The Company does not have procedures for reclaiming products at the end of life. Procedures are under development to address the issue and will be reported in the next financial year 2023-2024.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities, but no plan has been shared with the Pollution Control Boards. Plans are being developed in collaboration with external and internal experts to implement and share with all relevant stakeholders in the next financial year 2023-2024.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	4,780	4,780	100	4,780	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	461	461	100	461	100	461	100	N.A.	N.A.	Nil	Nil
Total	5,241	5,241	100	5,241	100	461	8.80	Nil	Nil	Nil	Nil
Other than Permanent employees											
Male	2	2	100	2	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	1	1	100	1	100	1	100	N.A.	N.A.	Nil	Nil
Total	3	3	100	3	100	1	33.33	Nil	Nil	Nil	Nil

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	815	815	100	815	100	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	42	42	100	42	100	42	100	N.A.	N.A.	Nil	Nil
Total	857	857	100	857	100	42	4.90	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male	Not Applicable as there are no other than Permanent workers in the Company										
Female											
Total											

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	35	47	Yes	34	45	Yes

3. Accessibility of workplaces

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

Yes, the Company has taken steps to accommodate differently-abled employees and workers at its corporate offices and plant locations. If any employees and workers with special needs require additional support or are facing accessibility challenges, they can contact the Human Resources (HR) department. The HR department will arrange the necessary accommodations in accordance with the equal opportunity policy, ensuring that every employee and worker has equal access to opportunities and resources.

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.

The Company has established a policy on equal opportunity in compliance with the Rights of Persons with Disabilities Act, 2016. The Policy is available on the Company’s website at the web link: https://www.indoco.com/policies/equal-opportunity-policy-as-per-the-rights-of-persons-with-disabilities-act_2016.pdf

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	N.A.	N.A.	N.A.	N.A.
Female	100	66.67	Nil	Nil
Total	100	66.67	Nil	Nil

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

Category of employees and workers	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	We are committed to ensuring inclusive environment, where people are treated with dignity and respect, so that employees can bring their best selves to work. We have various policies to effectively address grievances like Code of Conduct, Whistle-blower & Vigil mechanism Policy, Policy on Prevention of Sexual Harassment at the workplace. All the employees of the Company shall report any queries or complaints of violation or potential violation (with full details and evidence, if any) to the location Human Resources Department Head and to Corporate Human Resources Department on corporatehr@indoco.com . All complaints, lodged with the location Human Resources Department Head or with Corporate Human Resources Department, will be promptly and discreetly investigated, provided allegations are authentic and specific. An Investigation Committee/Member, appointed by the Management, will investigate the complaints and upon completion, a report shall be submitted to the Management to take appropriate action. All complaints, identities, investigations, reports, testimonies, evidences, and all other associated documents, shall be kept strictly confidential.
Other than Permanent Workers	
Permanent employees	
Other than permanent employees	

7. Membership of employees and workers in association(s) or Unions recognised 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	5,241	Nil	Nil	5,015	Nil	Nil
Male	4,780	Nil	Nil	4,556	Nil	Nil
Female	461	Nil	Nil	459	Nil	Nil
Total Permanent Workers	857	91	10.62	899	91	10.12
Male	815	64	7.85	857	64	7.47
Female	42	27	64.29	42	27	64.29

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On skill upgradation measures	
		No. (B)	% (B / A)	No.(C)	%(C / A)		No. (E)	% (E / D)	No. (F)	%(F / D)
Employees										
Male	4,782	Refer Note*				4,559	Refer Note*			
Female	462					460				
Total	5,244					5,019				
Workers										
Male	815	Refer Note*				857	Refer Note*			
Female	42					42				
Total	857					899				

Note* : As this marks the first year of reporting on our ESG aspects, we have included training details in the report. However, specific per-person training data was not gathered during this period. Protocols are now established to capture this information for the financial year 2023-2024.

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)
Employees						
Male	4,780	4,542	95.02	4,556	Refer Note*	
Female	461	432	93.71	459		
Total	5,241	4,974	94.91	5,015		
Workers						
Male	815	766	93.99	857	Refer Note*	
Female	42	40	95.24	42		
Total	857	806	94.05	899		

Note* : The documentation of performance review was not available with the breakdown of male and female employees and workers for the financial year 2021-2022. It has been recorded for financial year 2022-2023 and will be available in all future reports.

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 of such a system?

Yes, the health and safety management system encompasses the entire workforce of the Company. This includes training on efficient health and safety management systems and facilities provided at all Company's sites.

The Company upholds a comprehensive EHS policy, prioritizing risk assessment. A dedicated EHS department, led by a recognized safety officer, ensures compliance. A robust accident/near miss reporting procedure is in place. PPE and regular safety training are provided to all relevant company personnel. Further, professionals draft an onsite emergency plan to ensure swift actions in times of need. Bi-annual mock drills are conducted at sites on the same. An Occupational Health Center operates with a medical officer and nurses available. Employee periodic medical check-ups are conducted to ensure the good health of employees. Quarterly fire drills underscore the commitment to a secure working environment.

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

Routine assessments are made by the plant personnel to determine any work-related hazards and are appropriately dealt with at the earliest. Further action is also taken on any similar issues brought to the attention of the employees and workers on the sites. The following are the details for the processes employed by the Company -

Hazard Identification:

Regular Inspections: Conduct routine inspections of the workplace to identify potential hazards. Trained personnel, such as safety officers or supervisors, may walk through the premises to visually inspect the equipment, work areas, and processes.

Employee Reporting:

Encourage employees to report hazards they observe or encounter during their work. This can be facilitated through incident reporting systems, safety suggestion boxes, or regular safety meetings.

Review of Incident Reports:

Analyze previous incident reports to identify patterns or recurring hazards that need to be addressed.

Risk Assessment:

Likelihood and Consequence Assessment: The Company assesses the probability and potential impact of potential hazards. This evaluation draws on historical data, expert opinions, or industry benchmarks.

Risk Matrix:

The Company often use a risk matrix that combines likelihood and consequence ratings to determine the level of risk associated with a hazard. This helps prioritize actions based on the severity of the risk.

Quantitative or Qualitative Assessment:

Risk assessments are conducted using qualitative methods, such as assigning risk ratings based on predefined criteria, or quantitative methods, which involve assigning numerical values to risks based on probabilities and impact scales.

Control Measures:

- i. Appropriate control measures are implemented to eliminate or minimize identified hazards and reduce associated risks.

- ii. Following the hierarchy of controls, giving priority to eliminating hazards at the source including engineering controls, administrative controls, and the use of personal protective equipment (PPE).
- iii. Regularly review and update control measures based on changing circumstances, new information, or feedback from employees.

Review and Continuous Improvement:

- i. Conduct regular reviews of hazard identification and risk assessment processes to ensure their effectiveness.
 - ii. Analyze incidents, accidents, near misses, and lessons learned to identify any gaps or areas for improvement.
 - iii. Provide training and communication to employees on hazard identification, risk assessment, and control measures.
 - iv. Encourage employee engagement and involvement in safety programs, including reporting hazards and suggesting improvements.
- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)**
- Yes
- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**
- Yes

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

<i>Safety Incident/Number</i>	<i>Category</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	3	8
	Workers	7	8
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

To ensure a safe and healthy workplace, our Company has implemented various measures and practices. Here are some common initiatives taken to promote workplace safety and well-being:

Risk Assessment:

Regularly assessing potential hazards and risks in the workplace to proactively address safety concerns.

Safety Policies and Procedures:

Established clear and comprehensive safety policies and procedures that guide employees in maintaining a safe work environment.

Employee Training:

Providing regular training sessions to employees on safety protocols, emergency procedures, and best practices.

Safety Equipment and Facilities:

Ensuring the availability of necessary safety equipment and facilities to protect employees from potential hazards.

Health and Hygiene Practices:

Encouraging good health and hygiene habits among employees to prevent the spread of illnesses and maintain overall well-being.

Incident Reporting and Investigation:

Implemented a system for reporting workplace incidents promptly and conducting thorough investigations to prevent future occurrences.

Ergonomics:

Focusing on ergonomics to design workspaces and tasks that minimize physical strain and promote employee comfort.

Health Promotion and Wellness Programs:

Introduced wellness initiatives throughout the Company that promotes physical and mental health among employees.

Compliance with Regulations:

Complying with all relevant safety and health regulations set forth by local and national authorities.

Continuous Improvement:

Striving for continuous improvement by regularly reviewing and updating safety measures to adapt to evolving circumstances.

By diligently adhering to these measures, we are committed to fostering a secure and supportive work environment for all employees.

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

<i>Particulars</i>	<i>FY 2022-23</i>			<i>FY 2021-22</i>		
	<i>Filed during the year</i>	<i>Pending resolution at the end of year</i>	<i>Remarks</i>	<i>Filed during the year</i>	<i>Pending resolution at the end of year</i>	<i>Remarks</i>
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health and Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

14. Assessments for the year:

<i>Particulars</i>	<i>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</i>
Health and safety practices	66.66
Working Conditions	66.66

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:

No corrective actions were required as no significant risks/concerns arising from assessments of health and safety practices and working conditions were identified.

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

Essential Indicators

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

The process of identifying key stakeholder groups in Indoco involves a systematic and comprehensive approach to understand and prioritize individuals, organizations, or entities that significantly influence the Company's operations, objectives, and outcomes. Initially, a stakeholder mapping exercise is conducted to identify potential stakeholders, including shareholders, customers, employees, regulatory authorities, healthcare professionals, suppliers, research institutions, advocacy groups, communities, competitors, and media.

Once identified, the stakeholders are prioritized based on their level of influence and impact on Indoco's operations and objectives. Stakeholders with higher influence and impact are given priority.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Shareholders	No	Press releases, website, analyst meets, analyst briefings, annual general meetings, Stock exchange and other communications, Financial Results, investor meetings/ conferences, Annual Report, Grievance redressal mechanism	Regular and as when required	Update shareholders/ investors on the business and financial performance, Company's strategy, potential opportunities and risks
Banks	No	E-mails, meetings, submissions, phone calls	Regular	<ul style="list-style-type: none"> ➤ Routine banking transactions ➤ Drawdown limits ➤ Lending terms
Regulatory authorities	No	E-mails, meetings, submissions, Engagement through Industry Associations / committees	As and when required	To engage and make representations on various regulatory and policy issues

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Suppliers/ vendors	No	Physical and virtual meetings, calls, e-mail, website	Regular	<ul style="list-style-type: none"> ➤ Ensuring business continuity and maintenance of quality compliance ➤ To identify and address any gaps at supplier facilities relating to cGMP practices ➤ To address any feedback/ queries related to the product
Employees	No	Digital and physical channels of communication including but not limited to e-mails, intranet, internal human resource portal, notice board, engagement initiatives, Townhalls, Grievance Redressal Mechanism, appraisal and training programmes.	Continuous	Health and Safety Awareness, skill upgradation for personal and professional growth, awareness of Company's Policies and grievance redressal, providing the latest and updated information on Company and industry developments
Distributors/ Carrying and Forwarding Agent	No	Mailers, Emails, phone calls	Regular and as and when required	<ul style="list-style-type: none"> ➤ Enhancing the reach of our medicines in various geographies ➤ Developing strong partnerships for an uninterrupted supply of medicines ➤ To address any query/ feedback by Distributors/ Carrying and Forwarding Agent
Consumers	No	Customer meets, Emails, social media, website, Marketing & Communication	Frequent and need based	<ul style="list-style-type: none"> ➤ Increase awareness and educate to improve the health of our patients, identify and address the unmet patient needs and develop better products/ services for the patients ➤ To address any concerns relating to our products, To create awareness about our products

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. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	5,241	Refer Note*		5,015	Refer Note*	
Other than permanent	3			4		
Total Employees	5,244			5,019		
Workers						
Permanent	857	Refer Note*		899	Refer Note*	
Other than permanent	Not Applicable as there are no other than Permanent workers in the Company					
Total Workers	857	Refer Note*		899	Refer Note*	

Note : As this marks the first year of reporting on our ESG aspects, we have included training details in the report. However, specific per-person training data was not gathered during this period. Protocols are now established to capture this information for the financial year 2023-2024.*

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)
Employees										
Permanent	5,241	Nil	Nil	5,241	100	5,015	Nil	Nil	5,015	100
Male	4,780	Nil	Nil	4,780	100	4,556	Nil	Nil	4,556	100
Female	461	Nil	Nil	461	100	459	Nil	Nil	459	100
Other than Permanent	3	Nil	Nil	3	100	4	Nil	Nil	4	100
Male	2	Nil	Nil	2	100	3	Nil	Nil	3	100
Female	1	Nil	Nil	1	100	1	Nil	Nil	1	100
Workers										
Permanent	857	Nil	Nil	857	100	899	Nil	Nil	899	100
Male	815	Nil	Nil	815	100	857	Nil	Nil	857	100
Female	42	Nil	Nil	42	100	42	Nil	Nil	42	100
Other than Permanent	Not Applicable as there are no other than Permanent workers in the Company									
Male										
Female										

3. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	6,80,000	2	2,68,70,240
Key Managerial Personnel	2	97,17,540	Nil	Nil
Employees other than BoD and KMP	4,778	3,53,448	461	4,30,440
Workers	815	2,98,560	42	6,10,580

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

Yes. Human Resources Head is the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

Our Human Rights Policy applies to all stakeholders and is available at weblink https://www.indoco.com/policies/human_rights_policy.pdf. We have various policies to effectively address grievances related to human rights issues. Under these policies, we have established a mechanism for receiving and managing complaints. We have a dedicated grievance channel through our Whistle-blower Policy, which allows stakeholders to report concerns confidentially to the Chairperson of the Audit Committee. The Company has a Code of Conduct and Policy on Prevention of Sexual Harassment at the Workplace against any kind of harassment whether sexual, verbal, physical or an act of exclusion which interferes with an individual's work performance or creates an environment which is hostile, offensive or intimidating.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour/ Involuntary Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other human rights related issues	Nil	Nil	N.A.	Nil	Nil	N.A.

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

We believe in providing equal opportunity/affirmative action. We have formulated and implemented Code of Conduct, Whistle-blower & Vigil mechanism Policy, Equal Opportunity for Work and Pay Policy, Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 and Policy on Prevention of Sexual

Harassment at the workplace to effectively prevent adverse consequences in discrimination and harassment cases. Complainants in discrimination and harassment cases are protected from adverse consequences as per the guidelines and provisions provided in the Policy on Prevention of Sexual Harassment at the workplace, Code of Conduct and such other aforesaid policies.

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

Yes, human rights requirements form part of our business agreements and contract.

9. Assessments for the year:

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

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

Not Applicable

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:

<i>Parameter</i>	<i>FY 2022-23 (In MJ)</i>	<i>FY 2021-22 (In MJ)</i>
Total electricity consumption (A)	17,81,74,782	16,20,30,625.2
Total fuel consumption (B)	12,10,99,426	9,98,86,395
Energy consumption through other sources (Solar) (C)	21,23,733.6	0
Total energy consumption (A+B+C)	30,13,97,941.60	26,19,17,020.20
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1,839.89 (MJ/ Lakh Rs)	1,742.98 (MJ/ Lakh Rs)
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 not been carried out by an external agency this year.	

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.

Since the Company is engaged in pharmaceutical sector, it is not identified as DC under the PAT scheme

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

<i>Parameter</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	96,538	1,12,907
(iii) Third party water	1,22,515.68	79,821.43
(iv) Seawater / desalinated water	0	0
(v) Others	1,15,440	1,06,936
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,34,493.68	2,99,664.43
Total volume of water consumption (in kilolitres)	2,47,109.68	2,17,061.42
Water intensity per rupee of turnover (Water consumed / turnover)	1.51 (KL/Lakh Rs)	1.44 (KL/Lakh Rs)
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 not been carried out by an external agency this year.	

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

Yes, among the total of 9 plants, research and development centre, and offices, our Patalganga plant has already implemented the Zero Liquid Discharge mechanism.

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

<i>Parameter</i>	<i>Please specify unit</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Nox	µg/m ³	85.01	64.46
Sox	µg/m ³	121.91	261.93
Particulate matter (PM)	µg/m ³	45.95	54.72
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others (Co ₂)	-	-	-
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 not been carried out by an external agency this year.		

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
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCo ₂ e	12,827.33	10,736.40
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCo ₂ e	44,543.70	40,507.70
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCo ₂ e/Lakh Rs	0.27	0.27
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 not been carried out by an external agency this year.		

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

Yes, our manufacturing facility at Patalganga is actively procuring renewable energy, and there are plans in the pipeline to further reduce the Company's greenhouse gas (GHG) emissions via initiatives at other Company's facilities.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	208.3	160.41
E-waste (B)	1.79	2.12
Bio-medical waste (C)	11.3	7.94
Construction and demolition waste (D)	0	0
Battery waste (E)	2.47	0
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any (G)	442.06	322.86
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G +H)	665.92	493.33
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Other Hazardous Waste		
(i) Recycled	213.38	133.64
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	213.38	133.64
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
(i) Incineration	92.82	100.28
(ii) Landfilling	81.04	56.7
(iii) Other disposal operations	278.68	202.7
Total	452.54	359.68
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 not been carried out by an external agency this year.	

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The following describe the waste management practices adopted in the various facilities of Indoco.

- i. The Company has a defined procedure for handling biological waste as outlined in SOP No: CR-GN-16-13. Biomedical waste, which includes infectious waste or medical waste, is described as solid waste generated during the diagnosis, testing, treatment, research, or production of biological products for humans or animals. Examples of biomedical waste include syringes, live vaccines, laboratory samples, body parts, body fluids waste, sharp needles, cultures, and lancets.
- ii. The Company has a separate dedicated room to store hazardous waste. This hazardous waste is sent to authorised vendor within 90 days, following the guidelines of the Central Pollution Control Board.
- iii. The hazardous waste is sent to a Common Hazardous Waste Storage and Disposal Facility or sold to authorized recyclers.
- iv. The Company has a system in place for the submission of Form-4, which is used for hazardous waste annual return.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable as the Company does not have operations/offices in/around ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable as during the current financial year, the Company was not required to undertake any Environment Impact Assessment under applicable regulations					

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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Yes, the Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

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. **Number of affiliations with trade and industry chambers/ associations:** Ten
2. **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.	Indian Drug Manufacturers Association (IDMA)	National
2.	Federation of Pharma Entrepreneurs (FOPE)	National
3.	Himachal Pradesh Drugs Manufacturers Association (HPDMA)	State
4.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
5.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6.	Bombay Chamber of Commerce	State
7.	Maharashtra Economic Development	State
8.	Indo-German Chamber of Commerce	National
9.	Federation of Indian Export Organisations	National
10.	Indian Merchant Chambers	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable as there is no action taken or underway against the Company on any issues related to anti-competitive conduct.		

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
Not Applicable as during the year, the Company was not required to undertake any SIA under the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.					

2. **Provide information on the 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)
Not applicable						

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

The Communities can raise their grievances as per the mechanism provided in the Grievance Redressal Policy External available on the website of our Company.

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

<i>Particulars</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Directly sourced from MSMEs/ small producers	29%	26%
Sourced directly from within the district and neighbouring districts	10%	8%

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

To Receive:

- Consumer complaints can be communicated either orally or in written form or through any other means of communication like electronically.
- We have dedicated email Id for each facility to receive consumer complaints. Once the complaints are received the same are logged into the system.
- Any additional information related to the complaint can be requested through a letter or an email.

Feedback:

- A reply is prepared and sent to the complainant along with the investigation details.
- Any communication further received from the complainant is further assessed for any additional investigation, additional action plans or corrective actions.

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

<i>Particulars</i>	<i>As a percentage to total turnover</i>
Environmental and social parameters relevant to the product	Refer Note*
Safe and responsible usage	100
Recycling and/or safe disposal	Refer Note*

Note: The Company does not maintain/record data pertaining to the percentage of turnover of products of the Company that carry information regarding environmental / social parameters relevant to the product and recycling and/or safe disposal of the products. The Company is in compliance of applicable laws and regulations w.r.t. product labelling and information.*

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

Particulars	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	73	Nil	N.A.	229	Nil	N.A.

4. Details of instances of a product recall on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

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

Yes, the Company has Cyber Security policy and the same is available on the Company's website at the web link: https://www.indoco.com/policies/information_technology_policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products / services:

Not Applicable

For and on behalf of the Board of Directors
Indoco Remedies Limited

Sd/-

Suresh G Kare

Chairman

DIN: 00179220

Place : Mumbai

Date : May 23, 2023