

**ALKEM LABORATORIES LTD.**

Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.

• Phone: +91-22-3982 9999 • Fax: 022-2495 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201

14th July, 2023

The Corporate Relationship Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001. <i>Scrip Code: 539523</i>	National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra East, Mumbai 400 051. <i>Scrip Symbol: ALKEM</i>
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Sub: Disclosure under Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for financial year ended 31st March, 2023.

The same is also available on the website of the Company at www.alkemlabs.com

Kindly take the same on record.

Thanking you

Sincerely,

For **Alkem Laboratories Limited**

Manish Narang
President - Legal, Company Secretary & Compliance Officer

Encl: a/a

Business Responsibility & Sustainability Report [BRSR]

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L00305MH1973PLC174201
2	Name of the Listed Entity	Alkem Laboratories Limited
3	Year of incorporation	1973
4	Registered office address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013,
5	Corporate address	Maharashtra, India
6	E-mail	investors@alkem.com
7	Telephone	+91 22 3982 9999
8	Website	www.alkemlabs.com
9	Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	INR 239.1 Million
12	Contact Person	
	Name of the Person	Mr. Sandeep Singh
	Telephone	+91 22 3982 9999
	Email address	investors@alkem.com
13	Reporting Boundary	
	Type of Reporting (Standalone/Consolidated Basis)	Standalone-Basis Reporting

II. Product/Services

	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
14	Details of business activities	1. Manufacturing of pharmaceutical products	Manufacturing and marketing of pharmaceutical and nutraceutical products	73%
		2. Trade	Wholesale trading	27%

	S. No.	Product/Service	NIC Code (3 digits)	% of Total Turnover contributed
15	Products/Services sold by the entity	1. Manufacture and marketing of pharmaceutical and nutraceutical products	210	100%

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total	
		National	12 ¹	74	86	
		International	-	-	-	
17	Market served by the entity	Locations	Numbers			
		a. No. of Locations	National (No. of States)	28 states and 8 Union Territories		
			International (No. of Countries)	More than 40 countries		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	18.8%				
	c. A brief on types of customers	The Company develops, manufactures, and markets high-quality pharmaceutical products across all major therapeutic segments. It provides a wide range of solution offerings to its customers, who are a key stakeholder group in its business operations. It has a multi-product portfolio comprising of Branded Generics, Generic Drugs, Active Pharmaceutical Ingredients (API), Nutraceuticals, and Biosimilars. It serves patients and customers in more than 40 countries. Customers of the Company include various pharmaceutical companies, distributors, pharmacy chains and hospitals.				

¹ Inclusive of the 2 Research and Development (R&D) facilities of the Company

IV. Employees

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently-abled)						
Employees						
1	Permanent Employees (A)	15,074	14,698	97.5%	376	2.5%
2	Other than Permanent Employees (B)	306	277	90.5%	29	9.5%
3	Total Employees (A+B)	15,380	14,975	97.4%	405	2.6%
Workers						
4	Permanent Workers (C)	1,797	1,769	98.4%	28	1.6%
5	Other than Permanent Workers (D)	3,229	3,085	95.5%	144	4.5%
6	Total Workers (C+D)	5,026	4,854	96.6%	172	3.4%
b. Differently-abled employees and workers						
Employees						
1	Permanent Employees (E)	5	5	100.0%	0	0.0%
2	Other than Permanent Employees (F)	0	0	-	0	-
3	Total Differently Abled Employees (E+F)	5	5	100.0%	0	0.0%
Workers						
4	Permanent Workers (G)	0	0	-	0	-
5	Other than Permanent Workers (H)	0	0	-	0	-
6	Total Differently Abled Workers (G+H)	0	0	-	0	-

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	12	3	25%
2	Key Management Personnel (other than Executive Directors)	2	0	NA

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.2%	30.6%	28.3%	19.7%	29.9%	20.0%	16.5%	22.1%	16.7%
Permanent Workers	10.5%	0.0%	10.4%	8.7%	0.0%	8.6%	10.2%	0.0%	10.2%

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

21 Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a Holding / Subsidiary / Associate / or 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.	Cachet Pharmaceuticals Private Limited, India	Subsidiary	60.63	No
2.	Indchemie Health Specialities Private Limited, India	Subsidiary	51.00	No
3.	Enzene Biosciences Limited, India	Subsidiary	99.72	No
4.	Alkem Foundation, India	Subsidiary	100.00	No
5.	Connect 2 Clinic Private Limited, India	Subsidiary	100.00	No
6.	S&B Holdings BV, Netherlands	Subsidiary	100.00	No
7.	The Pharma Network LLC, USA	Subsidiary	47.00	No
8.	Ascend Laboratories LLC, USA	Step Down Subsidiary	-	No
9.	S&B Pharma LLC, USA	Step Down Subsidiary	-	No
10.	Ascend Laboratories SpA, Chile	Subsidiary	100.00	No
11.	Pharma Network SpA, Chile	Step Down Subsidiary	-	No
12.	Ascend Laboratories S.A. de C.V., Mexico	Step Down Subsidiary	-	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a Holding / Subsidiary / Associate / or 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)
13.	Ascend Laboratories Limited, Canada	Subsidiary	100.00	No
14.	Alkem Laboratories Korea Inc, Korea	Subsidiary	100.00	No
15.	Alkem Laboratories (UK) Limited, UK	Subsidiary	100.00	No
16.	Ascend Laboratories SAS, Colombia	Subsidiary	100.00	No
17.	Alkem Laboratories Corporation, Philippines	Subsidiary	100.00	No
18.	Ascend Laboratories (Pty) Limited, South Africa	Subsidiary	100.00	No
19.	Ascend Laboratories SDN BHD, Malaysia	Subsidiary	100.00	No
20.	The Pharma Network LLP, Kazakhstan	Subsidiary	100.00	No
21.	Pharmacor Pty Limited, Australia	Subsidiary	100.00	No
22.	Ascend GmbH, Germany	Subsidiary	100.00	No
23.	Pharmacor Limited, Kenya	Subsidiary	100.00	No
24.	Enzene Inc., USA (incorporated on 26 th June, 2022)	Step Down Subsidiary	-	No
25.	Pharmacor Limited, New Zealand (incorporated on 1 st June, 2022)	Step Down Subsidiary	-	No

VI. CSR Details

22	a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable as per the section 135 of Companies Act, 2013 to the Company.
		Turnover (in ₹)	₹ 90,545.5 million
		Net worth (in ₹)	₹ 92,624.4 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf	0	0	NA	1	0	NA
Investors (other than shareholders)	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf						
Employees and workers	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf Code of Ethics Intranet Grievance Redressal Policy Intranet Prevention of Sexual Harassment Policy Intranet						
Communities	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf	15	0	NA	41 ²	2 ³	NA
Customers	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf Adverse Event Reporting https://www.alkemlabs.com/adverse-event-reporting.php						
Value Chain Partners	Yes	Whistle Blower Policy https://www.alkemlabs.com/pdf/policies/Whistle_Blower_Policy_new.pdf						

² This refers to all stakeholder complaints received in FY 21-22

³ This refers to consumer complaints pending for resolution

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial impact (Negative or Positive)
Resilience Business Performance	Risk / Opportunity	For a pharmaceutical company, it is important to always serve the market without being impacted by uncertainties. The strategy of the Company is to generate long-term economic growth with a focus on sustainability and value creation for all stakeholders. Prudent capital allocation is key to profitable growth.	The Company is focused on operating with stable generation of revenue through multiple streams by benefitting from sustainable supply chain, technology adoption and business continuity plan.	Positive implications due to smooth operations.
Climate Change & GHG Emissions	Risk	Due to rapidly growing focus on climate change and responsible operations, the Company is proactive towards climate change and management of their emissions, which is a complex process.	The Company's initiatives and actions are guided by its ESG policy that serves as an enabling framework to fulfill its business responsibilities and objectives. The policy drives the establishment of a robust enforcement mechanism to ensure that the Company's commitments are translated into actions.	Positive impact due to improved energy efficiencies and stakeholder output.
Biodiversity	Risk	In order to be a responsible corporate citizen, it is important for the Company to operate in a sustainable manner with respect to the community so that both aspects thrive mutually.	The Company works consistently to manage their impact on their surroundings and grow with them in a cooperative manner.	Negative implications due to cost incurred for the protection of biodiversity
Energy Management	Risk / Opportunity	Responsible management of energy and environment burden is necessary for a Company in terms of monetary impact and non-monetary as well. It is important to transit from conventional energy sources like fossil fuels towards modern and efficient fuels. Energy consumption is a significant concern for the Company's business. The Company's operations are energy-intensive and consume a high amount of fuel and electricity. Therefore, upgrading to new technologies, improving processes, increasing system efficiency, and adopting green energy sources such as bio briquettes will immensely benefit the Company's operations and profitability.	The Company is working through multiple initiatives for improved energy management, some of them are: <ul style="list-style-type: none"> • At some sites PNG Gas is used in boilers instead of furnace oil. • To minimize the use of non-renewable fuels, Biomass Briquette Boiler, solar panels have been installed at some sites. • Installation of Variable Frequency Drive (VFD) • Replacement of non-efficient Air Handling Unit (AHU) with new efficient AHU 	Negative impact is due to cost incurred for the capex of energy efficient equipment; however, positive financial impact contemplated in long-run due to lower cost of energy.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial impact (Negative or Positive)
Waste Management	Risk	Poor waste disposal, unsafe discharge practices, irresponsible waste handling impact adversely on the environment. In order to be compliant with regulatory norms the Company should adopt responsible waste management practices.	The Company emphasis on waste minimization is reflected in their adoption of 3R principle: Reduce, Reuse, Recycle. The Company has also tied up with an approved agency to support in the collection, recycling / co-processing of plastic base waste.	Negative impact is due to cost incurred in handling and management of waste.
Water Management	Risk	The regulatory constraints are strict on water resource due to its decreasing availability. Responsible usage and discharge ensure stakeholder entrustment and operational continuity.	The Company focus is pivoted on decreasing freshwater intake by monitoring of water consumption, educating workforce for exercises in saving in water consumption and auditing on raw, effluent, and treated water. Rainwater harvesting is adopted at Sikkim site and effluent treatment plants are adopted across all sites.	Negative impact is due to cost incurred in handling and management of water.
Occupational Health & Safety	Risk or Opportunity	Due to the nature of the industry, the workforce is exposed to hazardous chemicals and substances. The health & safety management is a continuous improvement process to mitigate ever-evolving challenges. A robust EHS management system combined with thorough hazard identification, mitigation strategies, root cause analyses of reported occurrences, and related corrective action plans will highlight the Company's strategy and persistent commitment to employee health and safety.	<ul style="list-style-type: none"> The Company is focused on its 'Zero Harm' approach – Zero Harm to People, Asset and Environment. The Environment, Health & Safety (EHS) policy is applicable across the all the sites and Baddi and Daman manufacturing sites are ISO 45001 certified. The Company carries periodic EHS audits on the sites to identify the gaps and address them. The culture of health & safety is promoted through extensive employees and workers trainings. Multiple initiatives are deployed to ensure Process safety and Control of chemical exposure. 	Negative implications are due to cost incurred on safety trainings and protective gears.
Human Resource Development	Opportunity	The industry demands human capital which is knowledge and skill driven. The productivity and efficiency of the human resource provides better asset integrity and business growth.	The Company has a dynamic HR policy framework. The HR team provides strategic and skill development trainings to foster a balance of personal and professional growth of every employee.	Positive implications due to increased productivity of workforce.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial impact (Negative or Positive)
R&D Innovation	Opportunity	Due to rapid increase in demand of healthcare, it is important to innovate solutions and products to serve the market. Further, having the advantage over R&D provides efficient and accuracy excellence in work product.	The Company has a strong team of scientists that steers the R&D operations. The R&D infrastructure has six technologically advanced and internationally accredited R&D centers spread across India and the US. The Company invests some percentage of their revenue into R&D to innovate to provide better solution.	Positive impact due to new product development
Sustainable Supply Chain	Risk	To operate with continuity and always serve the customers, it is important to decrease the dependence on single source supplier and trans-border supplier engagement and procurement. The Company can enjoy auxiliary benefits in both monetary and reputational terms due to a resilient and sustainable supply chain.	Strong inventory management, robust planning, and alternative vendor development and assessment for critical materials is supporting the Company in mitigation of risk.	Negative implications are observed due to cost incurred in suppliers' assessment.
Human Rights	Risk	It is important for a Company to promote a healthy culture of respect towards human rights. Violation of these practices harm the reputational image of the Company and trust within stakeholders.	The Company has well-structured Human Rights policy which is applicable for all employees across all grades and locations and stakeholders. The Company also have a specific code of ethics for all suppliers, vendors, and contractors to guide ethical practices.	Negative implications are found due to cost incurred to ensure strict inclusivity of fundamentals of human rights in systems and processes.
Community Engagement	Opportunity	For a Company to thrive with community entrustment, it is important to grow with the community priorities and align the business goals with them. Any violating practices can damage Company's reputation and give rise to conflicts. Establishing relationships of trust with communities and ensuring their frequent participation will help the company contribute to social development and minimize potential objections from the communities.	The Company address and support the immediate and long-term needs of the community and focus on creating major positive impact to uplift the community in diverse ways. The initiatives are impacting the community in healthcare, education, rural development, environment, and sports aspects.	Positive implication due to good will and reputation among the local communities.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial impact (Negative or Positive)
Data Privacy and cybersecurity	Risk	With an increasing focus on data security and privacy, it is important for a Company to safeguard the data and prevent any breach that could harm their reputation and may lead to loss on both financial and non-financial ends.	The Company has enforced Information Security Policy in accordance with Microsoft Active Directory. The Company is investing adequately in IT tools for data protection. Any data loss or leakage is closely monitored through VAPT and IT audits.	Negative implications are due to cost incurred for hardware and software needed for data security management system
Availability and affordability of medicines	Risk	Being a pharmaceutical Company, it is important to provide and place product in the market where they are accessible and affordable for the customers. The medicines should be made available and affordable so that the Company can enjoy competitive edge while maintaining a suitable margin.	The Company's R&D facilities are working to innovate solutions to ensure affordability and accessibility of products without compromising the quality.	Positive implications in longer run due to increased market share and development.
Clinical Trial Conduct	Risk	The conduct of clinical trial is significant for any pharmaceutical Company to ensure safety and efficacy of their products. Violation of regulatory norms and unethical practicing in clinical trial harms the Company on both financial and non-financial ends.	The Company adheres to all protocols and regulatory constraints to incorporate ethical conduct in clinical trials.	Negative implications are due to cost incurred in adhering with regulations and ethical processing.
Product Quality and Patient Safety	Risk	With increasing regulatory restrictions and protocols, it has become significant for the Company to be compliant with them and ensure customer centricity. Non-compliance may lead to reputational damage, fines, or penalties along with loss of customers' trust.	The Company adheres to cGMP guidelines strictly which are enforced by regulatory agencies for manufacturing processes, hence, ensuring quality assurance. The Company conducts periodic quality control checks across facilities for all machinery and equipment to identify and address the non-compliance and reducing quality risk significantly.	Positive implications due to customer acceptance and loyalty.
Pharmacovigilance	Risk	It is important for a pharmaceutical Company to track the effects of their products upon administration and monitor any side effects elicited through them.	A dedicated portal has been established for consumers to report any adverse event through multiple options.	Negative implications are due to additional cost incurred in monitoring and tracking.
Environmental Compliance	Risk/ Opportunity	Imposition of regulations by monitoring & governing agencies have challenged the companies. It is essential for the companies to adhere to the norms to avoid getting penalized. Being compliant with all applicable regulatory requirements ensures continuous business operations without disruptions and adverse findings.	The Company is consistently operating mindfully and some of the sites are also certified with ISO 14001:2015. And comply with local laws and regulations of pollution control board as well.	Negative implication due to cost incurred on systems and processes to ensure strict compliance.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial impact (Negative or Positive)
Corporate Governance & Business ethics	Risk / Opportunity	A smooth integration of corporate governance and business ethics in a company is essential for ensuring ethical conduct within its operations. The company relies on a standard framework and strategic guidance to navigate the ever-evolving corporate ecosystem. The primary focus of governance is on how the organization is managed and whether it adheres to best practices in terms of transparent and ethical leadership. Operating in an unethical manner not only undermines the company's reputation but also has the potential to cause significant harm, leading to potential litigation or reputational damage.	The Company has a robust corporate governance with dedicate committees and policies to steer the operations ethically and effectively.	Positive implication as good governance leads to ethical actions and stronger stakeholder relationships.
Business Continuity	Risk	It is important for a pharmaceutical Company to thrive through uncertain times like natural or man-made disasters. Well-structured business continuity plan ensures resilient operations.	The Company has adopted robust business continuity and emergency response plans for sites to deal with different scenarios.	Negative implications due to expenditure on preparedness measures.
Sales and marketing practices	Opportunity	For a Company, to impact consumer behavior, it is important to create influence on them through ethical sales and marketing practices.	The Company is working towards building skilled marketing workforce through multiple trainings and workshops. They are investing resources in effective digital marketing campaigns as well. The information disclosed on labels of the products are designed according to the regulatory norms.	Positive implications due to increased customer acquisition and retention.
Combatting counterfeit medicines	Risk	Presence of counterfeit products in market harms the Company in multiple aspects. The prevalence of spurious product impacts revenue generation and customer loyalty as well.	The Company is deploying technology interventions with Anti-counterfeiting Security features.	Negative implications are due to cost incurred in mitigation plan.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	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	Policies are available on the website of the Company at www.alkemlabs.com and the policies which are internal to the Company are available on the intranet of the Company.								
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, the enlisted policies are extended to the value chain partners of the Company to the extent required.								
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.	All our facilities adhere to the cGMP standards in addition to the accreditations from international regulatory authorities such as US FDA, WHO, MHRA(UK), TGA (Australia), ANVISA (Brazil), and MCC (South Arica) and regulatory agencies from other countries. Additionally, the manufacturing facilities at Baddi, Sikkim and Daman are ISO 14001 and ISO 45001 certified.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has laid down its ESG roadmap with specific goals and targets with defined timelines and will be disclosing on its performance in the forthcoming reporting years.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has been in the process of setting its targets, so the performance will be assessed in forthcoming reporting years.								
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.	<p>With the intent of enhancing lives for a better tomorrow, Alkem Laboratories has focused on integration of environmental, social, and governance (ESG) aspects into its core business strategy and operations. Alkem is committed to continuously improving its business performance to create shared value for all stakeholders while contributing positively to sustainable development. To achieve this, the Company has implemented a comprehensive ESG policy that serves as a framework to fulfill its business responsibilities and objectives, with a robust enforcement mechanism to ensure its commitments are translated into action. For future risk proofing and business resilience, the Company has integrated the ESG risks into the terms of reference of the Risk Management Committee, identifying both internal and external risks on ESG parameters.</p> <p>In addition to ensuring long-term sustainability, the Company aims to achieve a sustainable competitive advantage through leadership and excellence in environment, health, and safety (EHS). The EHS policy adheres to Indian regulations and international standards such as ISO 14001 and ISO 45001. It emphasizes a balanced focus on EHS frameworks and risk management processes. Alkem manages EHS issues through an integrated system that involves identifying risks, establishing standard procedures, providing training, setting targets, and conducting audits</p> <p>The Company prioritizes ethical business conduct and considers economic, environmental, and social factors crucial for its long-term growth and support. It adheres to the guiding principles of Reduce, Reuse, Recycle, Renew, and Respect, and collaborates with government and non-government agencies to promote environmental conservation. As part of its environmental stewardship, the Alkem Foundation has planted over one million trees in drought-prone areas of Maharashtra and Madhya Pradesh. The Foundation has also set up smart classes in designated government schools and supported digital learning to bridge the education gap. Furthermore, the Company has initiated Swachh Gram Initiative for proper garbage disposal in rural and urban households in a door-to-door garbage collection mechanism.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Mr. Sandeep Singh</p> <p>Designation: Managing Director</p> <p>DIN Number: 01277984</p>								
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.	The Managing Director of the Company is responsible for making decisions on sustainability-related issues. Furthermore, the Risk Management Committee of the Board of Directors of the Company oversees ESG-related issues.								

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 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 need basis by Department heads / Board Committees / Board Members, wherever applicable.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The status of compliances with all applicable statutory requirements is reviewed by the Board of Directors on a quarterly basis.
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 No

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	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Key Management Personnel	2	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	100%
Employees other than BODs and KMPs	895 (Offline and Online)	The Company has a holistically planned training module for its employees to prepare them for their next step in the organization. The company conducts regular training on topics such as Code of ethics and values, POSH, selling skills, People Management skills, Sales process management skills, Road safety and awareness on CSR through an integrated delivery model using online and off lines means.	100%
Workers	68 (Offline and Online)	Learning culture is promoted within the Company through a strategic training and skill development program for employees and workers that includes training related to skill development, Safety, EHS, Code of Conduct, POSH, Good Manufacturing Practices, and awareness on CSR. These trainings are provided to the workforce round the year through multiple delivery channels like on-line and in-person trainings.	100%

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.

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		NIL		
Compounding Fees		NIL		

Non-Monetary

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

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.

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 a 'Code of Conduct for Employees' and 'Code of Business Conduct and Ethics for Directors and Senior Management' in place to outline the guidance regarding ethical business conduct within the company. The codes have defined the ethical behavior expected by all employees and management ensuring no instances of corruption and bribery. Additionally, the Company has a 'Code of Ethics for suppliers, vendors, and other stakeholders' to ensure ethical practices throughout its value chain.

The policies are accessible at Company's website, at www.alkemlabs.com/policies-new.php

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

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

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

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

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

Not Applicable

LEADERSHIP INDICATORS

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

Yes, the Company has in place a 'Code of Business Conduct and Ethics for Directors and Senior Management' which casts a duty on the Directors and Senior Management to avoid and disclose actual and apparent conflict of interest with the business of the Company. Further, the 'Code of Ethics' applicable to employees insists the employees to disclose any relationships, associations or activities that could create actual, potential or even perceived conflict of interest to their Manager or Human Resource Department.

Weblink to the Code – Alkem's Code of Business Conduct and Ethics for Directors and Senior Management

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.**

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	NA
Capital Expenditure (CAPEX)	₹ 2.2 mn	₹ 2 mn	NA

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

Yes

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

We ensure that all our products are sourced in a sustainable manner wherein our suppliers are evaluated as per our qualifying criteria. As per the supplier code of conduct, we assess suppliers on multiple criteria including business ethics, human rights, social impact, safety and environment.

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.**

Since the Company is engaged in the pharmaceutical sector, the Company does not reclaim products for reusing, recycling and disposing them at the end of their life. The Company prioritizes waste management as an integral part of its sustainable endeavors.

- a) The Company is committed to responsibly manage its waste by working with approved third-party agencies for collecting, recycling, co-processing the plastic waste that prevents their plastic waste from reaching landfills.
- b) The Company emphasizes on 3Rs (Reduce, Reuse, Recycle) of waste management to be adopted across all of its operations.
- c) Responsible handling of waste is encouraged by the company; segregation of hazardous waste, biomedical waste, electronic waste, etc. is conducted in compliance with regulations.

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

Yes, the Extended Producer Responsibility (EPR) is applicable to the Company, and it is registered with Central Pollution Control Board (CPCB) under EPR for collection & recycle/ disposal of plastic waste generated through sale of medicines. The waste management and collection plan are in adherence with the Ministry of Environment, Forest and Climate Change.

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?**

No

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.**

Not applicable

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

As the Company operates in the pharmaceutical industry, it is not engaged in the recycling or reuse of input materials.

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:**

As the Company operates in the pharmaceutical industry, it is not involved in reclaiming of product for reusing, recycling and disposing them at end of their life.

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

As the Company operates in the pharmaceutical industry, it is not involved in reclaiming of product for reusing, recycling and disposing them at end of their lifecycle.

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	14,698	14,698	100.0%	14,698	100.0%	0	NA	14,698	100%	2,269	15.4%
Female	376	376	100.0%	376	100.0%	376	100%	0	NA	78	20.7%
Total	15,074	15,074	100.0%	15,074	100.0%	376	2.5%	14,698	97.5%	2,347	15.6%
Other than Permanent Employees											
Male	277	277	100.0%	277	100.0%	0	NA	0	NA	3	1.1%
Female	29	29	100.0%	29	100.0%	0	NA	0	NA	1	3.4%
Total	306	306	100.0%	306	100.0%	0	NA	0	NA	4	1.3%

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	1,769	1,769	100.0%	1,769	100.0%	0	NA	1,769	100.0%	1,711	96.7%
Female	28	28	100.0%	28	100.0%	28	100.0%	0	NA	5	17.9%
Total	1,797	1,797	100.0%	1,797	100.0%	28	1.6%	1,769	98.4%	1,716	95.5%
Other than Permanent Workers											
Male	3,085	3,085	100.0%	3,085	100.0%	0	NA	0	NA	2,397	77.7%
Female	144	144	100.0%	144	100.0%	0	NA	0	NA	83	57.6%
Total	3,229	3,229	100.0%	3,229	100.0%	0	NA	0	NA	2,480	76.8%

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

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	100%	100%	100%	100%
2	Gratuity	100%	100%	100%	100%	100%	100%
3	ESI	2.59%	7.94%	10.53%	13.22%	2.97%	16.19%
4	NPS*	1.11%	0.00%	1.11%	1.05%	0.00%	1.05%

*This scheme being optional, only indicates the percentage that have chosen to avail.

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, all our manufacturing facilities are accessible to differently abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. As the Company is committed to the well-being of people, it has incorporated various measures for an inclusive premises, including, ramps at entry/exit gates and parking areas, spacious lifts available to accommodate wheelchairs, and specially abled restrooms.

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 through the 'Code of Ethics', applicable to all the employees of the Company, fosters diversity and encourages equal opportunities among its employees as per the Rights of Persons with Disabilities Act, 2016. This policy is available on the intranet of the Company.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	85%	100%	88%
Female	100%	90%	-	-
Total	100%	85%	-	-

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Yes, the Company is committed to provide safe and healthy work environment to its employees and workers and has implemented a 3-tier approach to receive and redress grievances of employees including contractual workers.
Other than Permanent Workers	Yes	<ul style="list-style-type: none"> Open Door Policy: The Company believes in open communication and employees are free to raise and specify their grievances to the line manager or to their respective HR manager.
Permanent Employees	Yes	<ul style="list-style-type: none"> Complaints Committees: The Company has established an Internal Complaints Committee (ICC) which is focused on considering and redressing complaints of sexual harassment.
Other than Permanent Employees	Yes	<ul style="list-style-type: none"> Digital Complaints: The Company encourages and enables employees and volunteers to report any actions or suspected actions taken within the Company that are illegal, fraudulent, or in violation of any adopted policy by sending an email to whistleblower@alkem.co.in.

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

No

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employee										
Male	14,698	14,698	100%	9,890	67%	14,658	14,658	100%	7,890	54%
Female	376	376	100%	280	74%	457	457	100%	190	42%
Total	15,074	15,074	100%	10,170	67%	15,115	15,115	100%	8,080	53%
Permanent Worker										
Male	1,769	1,769	100%	1,743	99%	1,834	1,834	100%	1,395	76%
Female	28	28	100%	28	100%	17	17	100%	12	71%
Total	1,797	1,797	100%	1,771	99%	1,851	1,851	100%	1,407	76%

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	14,698	14,698	100%	14,658	14,658	100%
Female	376	376	100%	457	457	100%
Total	15,074	15,074	100%	15,115	15,115	100%
Permanent Workers						
Male	1,769	1,769	100%	1,834	1,834	100%
Female	28	28	100%	17	17	100%
Total	1,797	1,797	100%	1,851	1,851	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Company recognizes and accords the highest priority to the health and safety of its employees and all other stakeholders. Safety is one of its core values, and the Company's Environmental, Health and Safety Policy articulates its philosophy and commitment towards the management of key health and safety aspects. Alkem proactively maintains high standards of health and safety across all its sites.
a.1. What is the coverage of such system?	The ISO 50001 management system implemented across sites is in line with the requirements specified under the Factories Act-1948 and the rules made thereunder. Apart from this, the system also meets the requirements specified under ISO, OSHA and BSC norms, as applicable. As required, risk assessments have been carried out, and the existing OH&S management system covers the control measures required to manage the risk. The existing OH&S management system implemented across sites covers the involvement, participation, and consultation of workers engaged on the site. A safety committee is in place where workers and employees are members, enabling them to participate in decision-making processes and risk assessments. The Company also conducts EHS cultural events and technical programs, including trainings, in which workers actively participate.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has well-established Standard Operating Procedures (SOPs) for employees and workers to identify work-related hazards and to assess the risks on a routine and non-routine basis and the subsequent steps to mitigate them. The risk assessments cover control measures required to control the risk.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Across all sites, SOPs are in place that cover risk controlling measures and norms. Workers are trained on SOPs, and a system for conducting training and retraining on various EHS topics is in place through which workers have been educated about the norms to be observed, dos and don'ts, as well as how to remove themselves from such risks. The Company provides training to all its employees and workers on occupational health and safety modules. During the safety and emergency evacuation drills, employees are trained in dealing with emergency equipment such as fire hydrant, firefighting system, leak and spill control procedures, safety alarms among others. In addition, the proficiency of employees is periodically tested in dealing with the emergency situations. The practical trainings and online safety modules equip the employees with right procedure of reporting work-related hazards and the steps to remove themselves from such situations.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company provides non-occupational medical and healthcare services to its employees and workers. Across all sites, Occupational Health and Safety has been established, and a medical practitioner is available to guide employees and workers on various health-related issues. Additionally, employees and workers have access to discuss and adopt medical views on non-occupational medical issues. A medical insurance scheme is in place to address the financial aspects (up to a certain limit as applicable under policy) of medical treatment. As part of Alkem's Environment, Health, Safety and Security drive, the Company educates employees on various health-related topics and conducts programs to make them aware of good health and hygiene practices to be observed in the normal course of life. The Company also conducts awareness programs indirectly linked to the well-being of employees.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.0591	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has taken various measures to ensure a safe and healthy workplace. One such measure is safety training for its employees and workers to enhance EHS performance. A culture of safety is also promoted by proactively communicating with employees and encouraging their active participation in identifying safety issues and upholding safety in the workplace. Additionally, to control exposure to chemicals, the Company has adopted proactive steps such as engineering controls, close operations, and administrative controls, along with providing necessary protective equipment. The Company has also conducted emergency response system mock drills for workers and employees in case any risks arise from hazardous and chemical operations.

The Company's safety program ensures the mitigation of risk through proactive approaches such as expert engineering design and good manufacturing practices. Implementing and updating safety systems for controlling process hazards is a continuing program at Alkem. It ensures safety in various processes that involve the use of hazardous materials. Furthermore, the Company carries out periodic audits to assess the conformity of operations with its EHS management system and address any health and safety gaps.

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

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

14. Assessments for the year:

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

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

Not Applicable

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

- Employees (Yes/No): Yes
- Workers (Yes/No): Yes

2. 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:

Category	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	
	Current FY 23	Previous FY 22	Current FY 23	Previous FY 22
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. Company has provided assistance for continued employability resulting from termination of employment.

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

Essential Indicators

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

The Company follows a dynamic and holistic procedure to identify stakeholder group that either have a significant impact on the business or are significantly impacted by Company's business and categorize them as 'key stakeholders'. The Company regularly interacts with these stakeholders to identify material topics and develop business strategy to prioritise their expectations and generate equitable value for all.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting (AGM) Annual reports Investor Meets Email Quarterly Results Company Website Reports to Stock Exchange Press Release Public Notice in newspapers 	Need Based & Quarterly	<ul style="list-style-type: none"> Business operations and performance Compliance with laws Economic value generated & distributed Long term value creation Socially & Environmentally Responsible
Regulatory Bodies & Government Agencies	No	<ul style="list-style-type: none"> Media releases Emails In-person meetings Conferences Membership and Associations 	Need Based	<ul style="list-style-type: none"> Governance Discussion on various regulatory aspects
Financial Institutions, Bankers & Lenders	No	<ul style="list-style-type: none"> Annual reports Investor Meets Need basis during financial discussion meeting Emails 	Need Based	<ul style="list-style-type: none"> Good return on investment
Employees	No	<ul style="list-style-type: none"> Direct communication in form of emails, newsletters, one-to-one discussions, and intranet 	Continuous	<p>Employees are encouraged for discussion on following but not limited to:</p> <ul style="list-style-type: none"> Diversity Quality of Work & Life Fair wages & Remuneration benefits Training & Development Career Growth Health & Safety

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
Customers	No	<ul style="list-style-type: none"> • Video Conferencing • Emails • Customer Meets • Website and Brochures 	Continuous	<ul style="list-style-type: none"> • Product Quality • Timely Delivery • Building Customer Relationship • Updating Company's latest product portfolio • Competitive Cost • Transparency in disclosure
Suppliers & Contractors	No	<ul style="list-style-type: none"> • Supplier meets • Supplier assessment • Contract discussion meetings • Performance review • Emails 	Ongoing	<ul style="list-style-type: none"> • Product Quality • Cost • Timely delivery • Upcoming technologies or equipment • Health & Safety
Local Communities	Yes	<ul style="list-style-type: none"> • Regular engagement in person to understand concerns & requirement • Community engagement during CSR initiatives • Site visit • Project specific meetings 	Ongoing	<ul style="list-style-type: none"> • Support to communities for social upliftment with a focus on health, education, sanitation and infrastructure development

Leadership Indicators

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

The consultation with stakeholders on various economic, environmental and social aspects have been delegated to respective business / function heads, who gathers feedback and addresses concerns. The Company strives to continue engagement with key stakeholders which helps to set expectations, thereby establishing trust and fostering open communication.

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 Company considers comprehensive stakeholder consultation, as a part of its materiality assessment to identify key material environmental, social and governance topics and develop effective strategies for effective management of identified material topics. Furthermore, the critical material topics identified and prioritized based on the materiality assessment, the Company has developed its ESG Policy which clearly highlights the policy commitments with regards to the management of identified material topics.

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

The Company's CSR program aims to address the immediate and long-term needs of the community and focus on where the Company can make the major impact on vulnerable/marginalized sections of the society. During the financial year, the Company has engaged and addressed the requirements of local communities in the vicinity of its manufacturing facilities and R&D centers through focused projects in the areas of education, health and hygiene, environment and community development. For further details, refer the Company's Annual CSR report, which is forming a part of the Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	15,074	15,074	100%	15,115	15,115	100%
Other than permanent	306	306	100%	227	227	100%
Total Employees	15,380	15,380	100%	15,342	15,342	100%
Workers						
Permanent	1,797	1,797	100%	1,851	1,851	100%
Other than permanent	3,229	3,229	100%	3,431	3,431	100%
Total Workers	5,026	5,026	100%	5,282	5,282	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	14,698	783	5.3%	13,915	94.7%	14,658	42	0.3%	14,616	99.7%
Female	376	31	8.2%	345	91.8%	457	0	0	457	100%
Total	15,074	814	5.4%	14,260	94.6%	15,115	42	0.3%	15,073	99.7%
Other than Permanent										
Male	277	277	100%	0	0%	196	196	100%	0	0
Female	29	29	100%	0	0%	31	31	100%	0	0
Total	306	306	100%	0	0%	227	227	100%	0	0
Workers										
Permanent										
Male	1,769	0	0	1,769	100%	1,834	0	0	1,834	100%
Female	28	0	0	28	100%	17	0	0	17	100%
Total	1,797	0	0	1,797	100%	1,851	0	0	1,851	100%
Other than Permanent										
Male	3,085	3,085	100%	0	0	3,323	3,323	100%	0	0
Female	144	144	100%	0	0	108	108	100%	0	0
Total	3,229	3,229	100%	0	0	3,431	3,431	100%	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories	Number	Median remuneration/ salary/ wages of respective categories
Directors	9	2,70,00,000	3	32,00,000
KMPs	2	1,61,39,256	0	0
Employees other than BoD and KMP	14,696	4,45,056	376	4,45,056
Workers	1,769	3,47,136	28	3,47,136

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

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

The Company ensures and practice ethical business conduct throughout their operations and entire value chain. The robust human rights policy depicts the mechanism of identifying, managing, and assessing the risks associated with human rights impacts. The Company undertakes regular evaluation of the human rights related risks through feedback and grievances received. The complainant gets notified about actions that would be taken, to the extent reasonably possible and consistent with any privacy or confidentiality limitations. If no further investigation is proceeded, an explanation for the decision will be given to the complainant.

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

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

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

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. The Whistle Blower Policy ensures the protection of the concerned individual/s and safeguard them at work against any retaliation or reprisal. Furthermore, the Company is committed to creating a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment. With regards to this, Alkem has adopted Policy on Prevention of Sexual Harassment of Employees in accordance with the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder. An Internal Complaints Committee (ICC) have been set up at the head office of the Company, i.e., Central Committee (HO) has been constituted by the Management to consider and redress complaints of sexual harassment. Additionally, the Company has established committees for every location of its business operations.

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

Yes, the human rights requirements form a part of business agreements. The Company has a 'Code of Ethics for Suppliers, Vendors and Other Stakeholders outlining the Company's commitment towards Human Rights and is applicable to all suppliers, contractors, vendors, business partners and other stakeholders.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	(The Company's plants are inspected by the regulatory bodies on a periodic basis)
Sexual harassment	
Discrimination at workplace	
Wages	

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.

Leadership Indicators

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

The Company has not received any human rights grievance/ complaints during the reporting period. Therefore, no business processes were updated during the reporting period.

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

The Company has not conducted any Human Rights due diligence during the reporting period. As a part of the policy statement, the Company outlines that it will undertake human rights due diligence to identify adverse human rights impact of the business on all relevant stakeholders and correspondingly address, prevent and mitigate through corrective actions.

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

Yes, manufacturing facilities are accessible to differently abled visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. As the Company is committed to the well-being of people, it has incorporated various measures for an inclusive premises, including, ramps at entry/exit gates and parking areas, spacious lifts available to accommodate wheelchairs, and specially abled restrooms.

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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	4,29,629	4,14,702
Total fuel consumption (B) (GJ)	2,98,384	3,61,362
Energy consumption through other sources (C) (GJ) (Steam)	2,64,772	2,96,635
Total energy consumption (A+B+C) (GJ)	9,92,785	10,72,700
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million INR)	10.9	12.2

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 assurance has not 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.

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,00,194	1,68,720
(ii) Groundwater	5,16,460	5,34,686
(iii) Third party water	52,102	68,672
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,68,756	7,72,078
Total volume of water consumption (in kilolitres)	5,68,902	5,73,930
Water intensity per rupee of turnover (Water consumed / turnover) (KI per million INR)	6.3	6.5

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 assurance has not 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 a Zero Liquid Discharge (ZLD) System covering 64% of its manufacturing units. The Company follows standard protocols for water recycling and strives to reduce freshwater intake as much as possible. During the reporting period, approximately 74% of the total wastewater generated was recycled and used for utilities.

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 (Current Financial Year)	FY 2021-22* (Previous Financial Year)
NOx	T/year	197	-
SOx	T/year	196	-
Particulate matter (PM)	T/year	215	-

* Due to limited availability of the data for FY 2021-22, the Company has presented the air emissions data for FY 2022-23 only.

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 assurance has not 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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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	26,461	31,367
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	91,817	1,07,033
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/INR	1.3	1.6

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 assurance has not 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

- Electrical power saving of process cooling tower fan by providing on/off controller with temperature controller.
- Electrical power saving of utility tower fan by providing on/off controller with temperature controller.
- Reduction in the cooling tower pump frequency to achieve cooling across the entire network.
- Old conventional water-cooled air compressor replaced with new high energy efficient air-cooled air compressor to reduce the electricity and operational cost.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,669	1,343
E-waste (B)	1	0
Bio-medical waste (C)	17	15
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	643	649
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,233	3,027
Total (A+B + C + D + E + F + G+ H)	4,607	5,114
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,881	4,251
(ii) Re-used	0	77
(iii) Other recovery operations	0	0
Total	3,881	4,328

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	232	229
(ii) Landfilling	201	163
(iii) Other disposal operations	249	315
Total	682	707

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 assurance has not 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.**

The Company has adopted waste management practices in such a way that it reduces the amount of waste it produces and recycles the remaining waste. Alkem has partnered with an authorized agency responsible for collecting and recycling/co-processing plastic waste. This partnership helps the Company prevent its waste from ending up in landfills. The waste is categorized as hazardous waste, biomedical waste, electronic waste, etc., and is disposed of, recycled, or co-processed in an environmentally responsible manner that complies with all relevant regulations.

As a Brand Owner under the Plastic Waste Management Rules implemented by the Indian government, EPR liabilities are to be taken on by the brand owners or producers to whom the product is being sold. Additionally, as part of its commitment to sustainable development, the Company emphasizes the 3R principle: Reduce, Reuse, Recycle.

- 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:**

None of operations/offices are situated in ecologically sensitive areas.

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

There were no impact assessments conducted for projects in the financial year 2022-23.

- 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).**

Yes, the Company is compliant with applicable environmental laws, regulations, and guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and its rules.

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	39,390	2,792
Total fuel consumption (B)	1,26,923	1,30,728
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,66,313	1,33,520
From non - renewable sources		
Total electricity consumption (D)	3,90,238	4,11,910
Total fuel consumption (E)	1,71,461	2,30,635
Energy consumption through other sources (F) (Steam)	2,64,772	2,96,635
Total energy consumed from non-renewable sources (D+E+F)	8,26,471	9,39,180

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 assurance has not been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Sent to third parties		
- With treatment [Primary – Transfer to CETP after primary treatment]	59,803	54,203
Total water discharged (in kilolitres)	59,803	54,203

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 assurance has not been carried out by an external agency.

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

No manufacturing site and offices of the Company is located water stressed areas.

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

Not Applicable

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.

Not applicable

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

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:

Alkem has continued to maintain well-designed effluent treatment plant, pollution control devices such as scrubbers, dust collectors etc. which are operational and discharges as well as emissions are well within consented parameters specified by authorities. Procedures and Practices which are in-line with 3R principle (Reduce, Reuse and Recycle) are in place, as applicable.

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

The Company has implemented a business continuity plan (BCP) that is designed to minimize the impact of both planned and unplanned interruptions. Furthermore, it has also been included in the terms of reference (TOR) of the risk committee.

To manage disaster resilience, Alkem has ensured that all their manufacturing facilities have a disaster management plan in place and are adequately equipped to handle disasters, helping the Company to be well-prepared for a quick recovery from any potential disasters.

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?

The value chain of the entity does not have a significant adverse impact.

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

No assessments have been conducted on our value chain partners during the reporting year.

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

ESSENTIAL INDICATORS

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

The Company is a active member of five (5) trade and industry chambers/associations.

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

The Company has an active membership of 5 trade/industry associations.

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (state/national)
1.	Indian Drugs Manufacturer's Association (IDMA)	National
2.	Indian Pharmaceutical Alliance (IPA)	National
3.	Bombay Chamber of Commerce & Industry	National
4.	Pharmaceutical Export Promotion Council of India	National
5.	Federation of Pharma Entrepreneurs (FOPE)	National

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

During the Financial Year 2022-23, the Company has not received any cases related to anti-competitive practices.

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-

During the financial year 2022-23, no social impact assessment was performed for the projects undertaken by the Company.

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

Not Applicable

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

The Company proactively meets with key stakeholder groups including civil society organizations, media, and industry, to increase awareness about the Company's business, and provide explanations of their standpoints and answer queries as well. The Company also publishes in-house journals, newsletters, share initiatives through social media platforms to engage with employees, industry, communities, and government.

S. no	Stakeholders	Frequency	Mode of Dialogues	
			Formal	Informal
1.	Local Communities	Monthly/Day to Day	Organize monthly meeting (Vaarta) with communities	On a day-to-day basis during the visit of the Company's personnel to stakeholder's place or when the stakeholder visits the Company's office
2.	Partner Agencies i.e. NGO	Monthly / Quarterly/ Annually	Organize meetings for monitoring & evaluation of the ongoing & proposed initiatives	NA
3.	Government Bodies	Monthly & As and When required	Formal meetings	NA

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ Small producers	21.47%	12.62%
Sourced directly from within the district and neighboring districts	Not available	

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):

Not Applicable

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

S. no	State	Aspirational District	Amount spent (INR)
1.	Bihar	Muzaffarpur	a) Construction of Advance Radiotherapy Center in Muzaffarpur 20 Cr commitment (2 Crore spent & 18 crore kept in unspent account) b) Home based Palliative Care Total Project Cost – 36.02 Lacs, ₹ 29.16 lacs spent and ₹ 6.86 lacs unspent
2.	Sikkim	West Sikkim	₹ 5 Lacs in Sanitation Project, focusing on campaign on sanitation and hygiene in the Government Schools

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

No

(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

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects.

Name of Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
Healthcare	31,28,523	100%
Education	43,758	100%
Rural Development	6,41,664	100%
Environment	1,90,000	100%
Sports	164	NA

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

ESSENTIAL INDICATORS

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

The Company has a robust mechanism in place to handle and redress customer grievance. It also welcomes customer concerns/feedback and focuses to address them promptly. To work coherently with the consumers' concerns, the company has updated their website to submit an incident of adverse event reporting elicited by the company's product.

Weblink for consumer redressal for adverse event - <https://www.alkemlabs.com/adverse-event-reporting.php>

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

3. Number of consumer complaints

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	0	0	0
Advertising	0	0	0	0
Cyber-security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Others (Specifications, Labelling, and Packaging)	0	0	0	0

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

	Number	Reason for recall
Voluntary recalls	11	Considering the patient safety and as an abundant precaution, the products are voluntary recalled by the Company. These recall incidents are investigated and corrective actions, as applicable are implemented. This ensures the highest quality of products are in the market
Forced recalls	0	NA

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.

Alkem has robust cyber security policy, controls, tools and services to protect data. Alkem has implemented a security strategy that involves multiple layers of protection wherein each address a specific vulnerable area or weakness to enhance overall security. This strategy ensures that data remains secure even in the event of a failure or breach within the system. If one layer fails to prevent a threat, another layer will intervene to prevent or eliminate the threat. Moreover, Alkem adheres to the ISO 27001 Information Security standard to manage its information security.

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

Not Applicable

LEADERSHIP INDICATORS

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

The channels and platforms providing information on products and services of the Company are available on the website of the Company and the same can be assessed at the following web-link www.alkemlabs.com

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

The Company strongly holds the view that it is their obligation to guarantee the safety and welfare of their consumers by offering products that promote a healthy lifestyle. The Company adheres to relevant regulatory requirements by disclosing detailed information to its consumers on safe storage, usage, adverse impacts, mitigation measures and disposal. Such information is made available through appropriate channels such as website, product information leaflets, product labels, etc. Alkem is committed to consistently providing high-quality products at affordable rates to all their consumers.

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

As a responsible organization, the Company is committed in ensuring transparency by keeping its consumers and stakeholders informed of any disruptions/discontinuation of its essential services by relevant means of communications during consumer engagement.

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

Not applicable, the Company publishes all information on the product, as required under the law.

5. **Provide the following information relating to data breaches:**

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