



August 4, 2023

The Manager - Listing
National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor, Plot No. C/1, G Block
Bandra-Kurla Complex, Bandra (E),
Mumbai - 400051

The Manager - Listing
BSE Limited
Corporate Relationship Dept., 1st Floor, New Trading Ring
Rotunda Building, P J Towers, Dalal Street, Fort,
Mumbai - 400001

Dear Sir,

Sub: Business Responsibility and Sustainability Report
Ref: Scrip Code - BSE: 506820 / NSE: ASTRAZEN

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

This is for your kind information and records.

Thanking you,

For AstraZeneca Pharma India Limited

Manasa. R
Company Secretary

Encl: as above

CORPORATE & REGD. OFFICE
AstraZeneca Pharma India Ltd.
P. B. No. 4525, Block N1, 12th Floor,
Manyata Embassy Business Park,
Rachenahalli, Outer Ring Road,
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CIN : L24231KA1979PLC003563
WEB : www.astrazeneca.com/india

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Business Responsibility & Sustainability Report

Director's Message

Dear Stakeholders,

I am pleased to share with you our first Business Responsibility and Sustainability Report (BRSR) report, which outlines our ongoing commitment to corporate responsibility and sustainability. At AstraZeneca, we recognise the importance of balancing economic, social, and environmental considerations in all that we do. As such, we remain committed to drive positive change through our business practices and operations.

Over the past year, we have made significant strides in advancing our sustainability initiatives and data management. As we navigate current socio-economic and environmental challenges, we must prioritise building sustainable, resilient, and equitable health systems that protect current and future generations.

In addition, we have prioritised social responsibility by investing in our employees, supporting our local communities, and fostering diversity and inclusion throughout our organisation. We believe that a strong commitment to social responsibility is essential to building a sustainable business that creates value for all stakeholders.

While we are proud of our progress, we recognise that there is still much work to be done. We remain committed to continuous improvement and will continue to push ourselves to raise the bar on sustainability performance. We believe that by working together with our stakeholders, we can create a brighter, more sustainable future for all.

Thank you for your ongoing support and partnership as we continue our sustainability journey.

About This Report

This is the first year wherein the Company is releasing the report against the new Business Responsibility & Sustainability Report (BRSR) guidelines. Through this report, the Company intends to communicate its vision of a purpose-driven, future-ready, and sustainable roadmap.

Sustainability at AstraZeneca means harnessing the power of science and innovation and our global reach to build a healthy future for people, society, and the planet.

Our sustainability strategy is built around three (3) pillars that put health at the heart of our work.

01 Access to Healthcare

Our Ambition

To promote prevention, increase access to life-saving treatments, and strengthen global healthcare and resilience and sustainability

02 Environmental Protection

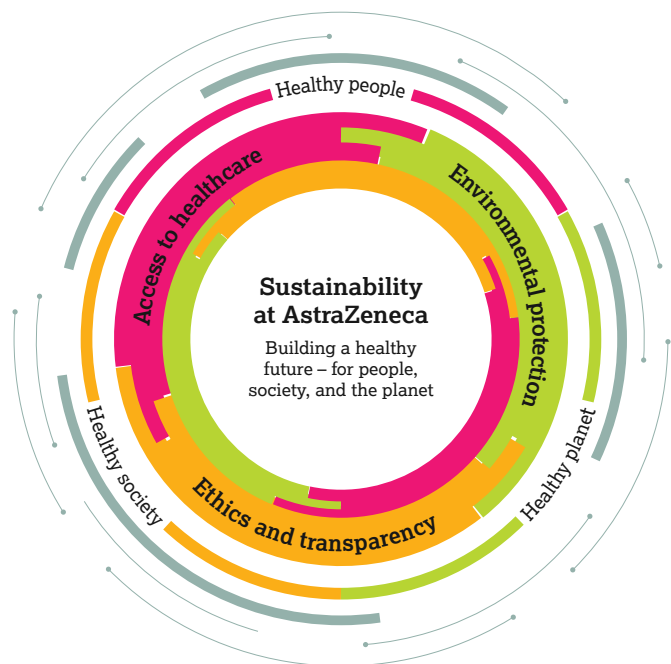
Our Ambition

Accelerating the delivery of net-zero healthcare, proactively managing our environmental impact across all activities, and investing in nature and biodiversity

03 Ethics and Transparency

Our Ambition

Ensuring ethical, open, and inclusive behavior across our organisation and value chain



Section A – General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	: L24231KA1979PLC003563
2. Name of the listed entity	: AstraZeneca Pharma India Limited
3. Year of incorporation	: 1979
4. Registered office address	: Block N1, 12 th Floor, Manyata Embassy Business Park, Rachenahalli, Outer Ring Road, Bengaluru – 560 045, Karnataka, India
5. Corporate address	: Block N1, 12 th Floor, Manyata Embassy Business Park, Rachenahalli, Outer Ring Road, Bengaluru – 560 045, Karnataka, India
6. E-mail	: comp.secy@astrazeneca.com
7. Telephone	: +91 80 6774 8000
8. Website	: www.astrazeneca.com/india
9. Financial year for which reporting is being done	: 2022-23
10. Name of the Stock Exchange(s) where shares are listed	: BSE Limited and National Stock Exchange of India Limited
11. Paid-up capital	: ₹ 50,000,000
12. Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	: Ms. Manasa. R : Contact No: 080 - 67748000 : E-mail ID: comp.secy@astrazeneca.com
13. Reporting boundary	: Disclosure under this BRSR is on standalone basis.

II. Products and Services

14. Details of business activities (accounting for 90% of the turnover on a standalone basis)

Sl. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Pharmaceuticals	Manufacturing, marketing, and trading of pharmaceutical products	100

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover on a consolidated basis)

Sl. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Drugs and Pharmaceutical products	210	100

III. Operations

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

Location	Number of plants (including manufacturing plant, warehouse, and depots)	Number of offices	Total
National	1*	2	3
International	0	0	0

*The Company has one (1) manufacturing plant including the warehouse.



17. Markets served by the entity:

a) Number of locations

Locations	Number
National (Number of States)	Pan-India
International (No. of Countries)	1 (Nepal)

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

Out of total turnover of INR 10,290.7 million, the export sales contributed to INR 640.40 million (6.22%) during the Financial Year 2022-23.

c) A brief on types of customers

Our Company's customer base includes distributors, hospitals, and Government institutions.

IV. Employees

18. Details as at the end of Financial Year

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
			No. of male employees	Percentage (%) of total	No. of female employees	Percentage (%) of total
Employees						
1	Permanent	883	731	83	152	17
2	Other than Permanent	0	0	0	0	0
Total employees		883	731	83	152	17
Workers						
1	Permanent	64	55	86	9	14
2	Other than Permanent	0	0	0	0	0
Total		64	55	86	9	14

b) Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
			No. of male employees	Percentage (%) of total	No. of female employees	Percentage (%) of total
Differently Abled Employees						
1	Permanent	1	1	100	0	0
2	Other than Permanent	0	0	0	0	0
Total differently abled employees		1	1	100	0	0
Differently Abled Workers						
1	Permanent	0	0	0	0	0
2	Other than Permanent	0	0	0	0	0
Total differently abled workers		0	0	0	0	0

19. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
		No. of women representation	Percentage (%) of total
Board of Directors	7	3	43
Key Management Personnel	3	1	33

20. Turnover rate for permanent employees and workers (trend for past 3 years)

Particulars	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 year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.09%	20.88%	21.06%	13.01%	17.82%	13.70%	7.80%	15.05%	8.83%
Permanent Workers	95.24%	28.57%	*89.18%	4.42%	15.38%	5.25%	4.23%	6.90%	4.44%

*Higher attrition percentage is due to Voluntary Retirement Scheme (VRS) rolled out by the Company in the financial year 2022-23.

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

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (column A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	Percentage (%) of shares held by listed entity	Does the entity indicated in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	AstraZeneca Pharmaceuticals AB	Holding Company	75	No

VI. CSR Details**22. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

- I. Turnover – ₹ 10,029.7 million
- II. Net worth – ₹ 5,886.9 million

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**23. Complaints/Grievances on any of the principles (Principle 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 redressal 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.astrazeneca.in/content/dam/az-in/pdf/pdfs250417/8.%20Code%20of%20Conduct%20for%20the%20Employees%20-%20para%20on%20Human%20Rights.pdf	-	-	-	-	-	-
Shareholders	Yes https://www.astrazeneca.in/investor-relations.html#redressal-of-grievances	3	-	NA	2	1	NA
Investors (other than Shareholders)	NA	-	-	NA	-	-	NA
Employees and workers	Yes https://www.astrazeneca.in/content/dam/az-in/pdf/pdfs250417/8.%20Code%20of%20Conduct%20for%20the%20Employees%20-%20para%20on%20Human%20Rights.pdf	-	-	-	-	-	-
Customers	Yes https://www.astrazeneca.in/content/dam/az-in/pdf/pdfs250417/8.%20Code%20of%20Conduct%20for%20the%20Employees%20-%20para%20on%20Human%20Rights.pdf	51	8	Mainly pertain to Product Quality Complaints	92	-	Mainly pertain to Product Quality Complaints



Stakeholder Group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redressal 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
Others (including value chain partners)	https://www.astrazeneca.in/content/dam/az-in/pdf/2018/Code%20of%20Ethics%20for%20the%20Employees.pdf	-	-	NA	-	-	NA

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

Our materiality assessment is guided by the materiality assessment undertaken by the AstraZeneca Group. The materiality assessment identified the issues that matter most to AstraZeneca's Group companies and stakeholders and showed where AstraZeneca can have a positive impact.

Sl. No.	Material issue identified	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 (positive or negative implications)
1.	Access to healthcare	The identified material issue is an opportunity for the Company to provide and working towards: <ol style="list-style-type: none"> Equitable Access: health should not be determined by who you are, where you live or where you were born. Therefore, we see this as an opportunity to work towards removing barriers to healthcare and give everyone the chance to be as healthy as possible. Affordability and pricing: We are committed to addressing barriers to access and affordability. Therefore, we see an opportunity for industry, policymakers, and payers to work together to identify solutions. Through collaborations, partnerships, and stakeholder coalitions we are working to ensure essential and innovative medicines become more widely available. Health system resilience: During the COVID-19 pandemic, we saw the need for health systems to adapt to ever-changing societal and economic circumstances to cope with shocks and crisis situations. 	Health is a key for people and our planet to thrive. Therefore, our ambition is to promote prevention, increase access to life saving treatment, and strengthen global healthcare resilience and sustainability	Not Applicable	<p>Positive: Access to healthcare, motivate the Company to innovate sustainable healthcare solutions which are essential to improving global health outcomes.</p> <p>Further, the positive impacts towards specific opportunities are delineated below:</p> <ol style="list-style-type: none"> Equitable Access: We have embedded practices into the product portfolio to drive equitable access to healthcare – including digital health, clinical trial diversity, patient centricity, investing in rare diseases, open innovation, and Intellectual Property (IP) sharing arrangements. Affordability and pricing: We are committed to drive accessibility of medicines for diverse, equitable, and inclusive patient groups, through company policy and programming, including core pricing principles and access programmes Health system resilience: We are committed to strengthen health systems by advocating for health system reform and policy; building capabilities to address unmet medical need, improve access to quality healthcare and provide solutions along a continuum of care – from prevention, awareness, diagnosis, and treatment to post-treatment and wellness; and committing to disaster relief, grants, and donations.

Sl. No.	Material issue identified	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 (positive or negative implications)
2.	Environmental Protection	<p>The identified material issue is an opportunity for our Company to meet our ambition – Accelerating the delivery of net-zero healthcare, proactively managing our environmental impact across all activities, and investing in nature and biodiversity.</p> <p>Further, our focus areas as part of the identified material issue are:</p> <ol style="list-style-type: none"> 1. Ambition Zero Carbon 2. Product Sustainability 3. Natural resources 	Supporting a healthy environment improves health outcomes and helps prevent the onset of certain diseases likely to become more prevalent in a changing climate	Not Applicable	<p>Positive: Beyond the benefits of our medicines to patients, our contribution to society must respect our environment and ensure the sustainable use of the planet's finite natural resources. We know that a healthy environment is critical for human health.</p> <p>Further, the positive impacts towards specific opportunities are delineated below:</p> <ol style="list-style-type: none"> 1. Ambition Zero Carbon: (i) Achieve net-zero by avoiding GHG (Green House Gas) emissions through our facility and product design, maximising our energy efficiency, shifting to renewable energy sources, transitioning to an electric vehicle (EV) fleet, and investing in nature-based removals to compensate for any residual GHG footprint; and (ii) build resilience by managing the physical (sites, supply chain) and transitional (regulatory, market and product) risks and opportunities arising from climate change in the value chain through adaption and business continuity planning. 2. Product Sustainability: People and the planet benefit from those medicines which have the smallest possible environmental impact yet maintain the highest medical efficacy and safety standards. Therefore, we are following processes through the life cycle of our products with the aim of understanding and addressing their environmental impact; from discovery through development and production, to launching a new product and to the end of product life. 3. Natural Resource: The conservation and sustainable use of natural resources and the protection and restoration of ecosystems is vital to shape a healthy future with resilient people and communities, building harmony between society and the natural environment. Therefore, we see this as an opportunity to meet our commitment towards – (i) Reducing our impact on the planet through the efficient, circular use of water and other natural resources across the value chain to ensure responsible sourcing, consumption production, and disposal; (ii) protecting and restoring ecosystems to improve health outcome and tackle environmental drivers of disease such as water and air quality, through our focus on water stewardship and biodiversity.
3.	Ethics and Transparency	The identified material issue is an opportunity for our Company to ensure ethical, open, and inclusive behaviour across our organisation and value chain.	It guides the Company in fostering a culture of doing the right thing across our value chain and promotes health and well-being.	Not Applicable	Positive: It is important for us to create value beyond the impact our medicines have on patients. We need to ensure that we retain and increase trust across all our stakeholders' groups in order to continue to deliver life-changing medicines to patients. The positive impact of the material issues, includes:



Sl. No.	Material issue identified	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 (positive or negative implications)
			<p>Further, we seek to create positive societal impact and embed ethical behaviour in all our business activities, markets, and value chain. We promote ethical, transparent, and inclusive policies internally and with our partners and suppliers.</p>		<ol style="list-style-type: none"> 1. Ethical Business Culture: An ethical business culture is essential to successful risk management, and we are committed to increasing public trust in our industry. Further, it drives the highest standards of conduct and accountability beyond compliance including, but not limited to, anti-bribery and anti-corruption, product safety, use of human tissues and animal for research, human rights and building supplier capabilities to uphold high social standards. 2. Inclusion and Diversity: We believe that inclusion is a right and diversity is a strength. Both make a fundamental contribution to the success of our Company because innovation requires breakthrough ideas that only come from a diverse workforce empowered to challenge conventional thinking. Furthermore, it creates a working environment where every employee has a sense of belonging, regardless of gender, race, ethnicity, origin, religion, age, disability status or sexual orientation. This includes equitable compensation, benefits and opportunities for development and advancement. 3. Workforce safety and health: To continue to deliver medicines to patients, we must foster an environment where people feel safe, energised, and inspired. The resources we put into supporting the physical and mental health and safety of our workforce are an investment in society at large, the communities where we operate, and the long-term health of economies. Contributing to a safe and healthy environment is the right thing to do and can also have positive business impact.

Section B: Management and Process Disclosures

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Disclosures Questions	Ethics and Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Human Rights	Protect & Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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.astrazeneca.in/policy.html								
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	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met	-	-	-	-	-	-	-	-	-
Governance, Leadership and Oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	Director's Message at the beginning of this Business Responsibility and Sustainability Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	Name: Mr. Sanjeev Kumar Panchal Designation: Managing Director DIN: 09823879								



	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Disclosures Questions	Ethics and Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Human Rights	Protect & Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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	Yes, Mr. Sanjeev Kumar Panchal, Managing Director, oversees the Business Responsibility and Sustainability initiatives of the Company.								

1. Details of Review of National Guidelines on Responsible Business Conduct (NGRBCS) by the Company

Subject for Review	Review of Principles undertaken by and Frequency
Performance against above policies and follow up action	As a practice, all our policies are reviewed periodically or on a need basis by department heads, business heads and directors. During such assessment, efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations, as applicable.
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No)	No, the Company internally reviews the working of the above-mentioned policies

2. If answer to question (1) above is “No” i.e. not all principles are covered by a policy, reason to be stated
Not Applicable

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.

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel (KMP)	14	As a part of familiarisation program, the Directors are apprised on various matters relating to the Company's strategy, business financial & operational performance, organisation structure, risk management framework, legal & compliance, human resources, technology, safety, health & environment, regulatory & quality updates, and future outlook. Trainings are also conducted for the KMP's which includes POSH, Code of Ethics, Cyber Security, Data Privacy, Ergonomics, etc.	100
Employees other than Board of Director (BoD) and Key Managerial Personnel (KMPs) Workers	91	Multiple training programmes covering wide gamut of all principles & topics such as Code of Ethics, Data Privacy, POSH, Safety, Health & Environment, Cyber Security amongst others were given by the Company during the year. Further the Company also conducts skill upgradation training for the employees & workers.	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.

Monetary					
	NGRBC (National Guidelines on Responsible Business Conduct) Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			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.

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-corruption and anti-bribery policy. The key principles of the policy are:

- We do not tolerate bribery or other forms of corruption, even if we might lose business
- Bribery involves using something of value to improperly influence someone. Something of value includes more than just money
- Bribery risk exists in our interactions with anyone involved in our business, not just public officials
- We do not give or accept bribes, and we do not allow third parties to do so on our behalf.

Below is the link to our anti-corruption & anti-bribery policy:

[https://www.astrazeneca.com/content/dam/az/Sustainability/2019/Anti-Bribery%20&%20Anti-Corruption%20\(ABAC\)%20Global%20Standard.pdf](https://www.astrazeneca.com/content/dam/az/Sustainability/2019/Anti-Bribery%20&%20Anti-Corruption%20(ABAC)%20Global%20Standard.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:

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. Not applicable



PRINCIPLE 2:

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

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.

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	11.5%	31.9%	Energy conservation & reduction in carbon emission

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

Yes, the Company has procedures in place to implement responsible procurement practices and encourages sustainable sourcing enabling the reduction in environmental footprint. We expect all employees and contractors to follow our Global Standard for the Procurement of Goods and Services and all our suppliers and partners must meet our Global Standard on Expectations of Third Parties.

- (b) If yes, what percentage of inputs were sourced sustainably?

The Company aims to achieve *Zero Carbon Emission by 2025 & Carbon Negative by 2030*. To achieve the target of carbon reduction, Company has taken many initiatives including control on the air travel & converting company car into electric vehicle going-forward.

Further, all our strategic and critical suppliers are evaluated against AstraZeneca's One procurement Third Party Risk Management (3PRM) process. The 3PRM process covers 12 risk areas including responsible sourcing (including sustainability and conflict minerals). As a practice, the concerned business owner should evaluate the new vendor/supplier/third-party against the 3PRM process before onboarding.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life.

Product Type	Process adopted
(a) Plastics	Company has implemented re-usable Ecowrap to reduce single use shrink wrap.
(b) E-Waste	<ul style="list-style-type: none"> We ensure the maximum utilisation of all IT (Information Technology) equipment to its full productive capacity. To extend the useful life of IT equipment, the components of damaged devices are replaced/serviced. E-waste that has reached the end of its life is disposed through the government certified vendors.
(c) Hazardous waste	All product waste (near to expiry, breakage, and expiry) is collected back from the depots and disposed to KSPCB (Karnataka State Pollution Control Board) authorised recycler.
(d) Other waste	Nil

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 ERP plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable to the organisation as we fall in the category of Brand owner and Importers. The organisation is in the process of filing the application with Central Pollution Control Board (CPCB) to get the EPR number. The waste collection plan in accordance with EPR guidelines is being developed.

PRINCIPLE 3:**Businesses should respect and promote the well-being of all employees, including those in their value chains****1. a. Details of measures for the well-being of employees:**

Category	Total	Employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	731	731	100	731	100	NA	NA	731	100	NA	NA
Female	152	152	100	152	100	152	100	NA	NA	152	100
Total	883	883	100	883	100	152	100	731	100	152	100
Other than permanent employees*											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Not Applicable as no other than permanent employee is employed by the Company

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

Category	Total	Percentage of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	55	55	100	55	100	NA	NA	55	100	NA	NA
Female	9	9	100	9	100	9	100	NA	NA	9	100
Total	64	64	100	64	100	9	14	55	86	9	14
Other than Permanent workers											
Male	NA	NA		NA		NA		NA		NA	
Female	NA	NA		NA		NA		NA		NA	
Total	NA	NA		NA		NA		NA		NA	

2. Details of retirement benefits:

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a percentage of total employees	No. of workers covered as a Percentage of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/NA)
Provident Fund (PF)	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employee State Insurance (ESI)	NA*	NA	NA	NA	NA	NA
Others- Please Specify	NA	NA	NA	NA	NA	NA

*Not Applicable as all the permanent employees and workers are covered by health and accident insurance, thus, Employee State Insurance (ESI) is not applicable.



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.

The premises and offices of the Company, including the registered and corporate offices, have ramps to enable easy movement of differently abled employees.

Most premises and offices are located either on the ground floor or have elevators for differently abled employees.

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.

Yes, the Company highly values the diversity of skills and abilities that a global workforce brings to our business. We are committed to supporting diversity in our workforce and in our leadership and to develop all the talent within our organisation. All decisions about recruitment, hiring, compensation, development and promotion must be made solely on the basis of a person's ability, experience, behaviour, work performance and demonstrated potential in relation to the needs of the job. The same has been further detailed in Company's Code of Conduct document which can be accessed at the Company's website - <https://www.astrazeneca.in/policy.html>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	88.4%	-	-
Female	100%	89%	-	-
Total	100%	88%	-	-

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.

Particulars	Yes/No	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	We have established an AZ Ethics portal available to all workers, to report concerns. Workers are also motivated to raise their concerns or grievances during the monthly and quarterly meetings.
Other than Permanent Workers	Not Applicable	Not Applicable
Permanent Employees	Yes	Similar to workers, an AZ Ethics portal is available to all employees, to report concerns or grievances. Further, AstraZeneca has established a formal Grievance Redressal Policy.
Other than Permanent Employees	Not Applicable	Not Applicable

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	No. of employees/ workers in respective category, who are part of association(s) or Union	%	Total employees/ workers in respective category	No. of employees/ workers in respective category, who are part of association(s) or Union	%
Total Permanent Employees	883	-	-	1,014	-	-
Male	731	-	-	869	-	-
Female	152	-	-	145	-	-
Total Permanent Workers	64	64	100	169	169	100
Male	55	55	100	155	155	100
Female	9	9	100	14	14	100

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number	%	Number	%		Number	%	Number	%
Permanent Employees										
Male	731	731	100	731	100	869	869	100	869	100
Female	152	152	100	152	100	145	145	100	145	100
Total	883	883	100	883	100	1,014	1,014	100	1,014	100
Permanent Workers										
Male	55	55	100	55	100	155	155	100	155	100
Female	9	9	100	9	100	14	14	100	14	100
Total	64	64	100	64	100	169	169	100	169	100

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

Category	FY 2022-23			FY 2021-22		
	Total	Number	%	Total	Number	%
Employees						
Male	731	731	100	869	869	100
Female	152	152	100	145	145	100
Total	883	883	100	1,014	1,014	100
Workers						
Male	55	55	100	155	155	100
Female	9	9	100	14	14	100
Total	64	64	100	169	169	100

10. Health and safety management system:

- 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- SHE (Safety Health & Environment) Management system has been implemented as per Global SHE guidelines. It covers all the operations of the manufacturing plant.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
There are processes adopted to identify and mitigate work-related hazards and assess the risks, including:
 - Process and procedures related to SHE.
 - Occupational and Industrial hygiene risk assessments.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)
Yes, the Company has process for workers to report unsafe acts and conditions through a STOP card system and online reporting tool as per the AZ SHE System.
- Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)
Yes, the Company has tie-ups with multiple hospitals chains for the employees/workers as part of employee insurance. Employees/workers can access those hospital chains and claim the amount as covered under insurance. Also the employees/workers at the manufacturing plant have access to in-house occupational health centre (OHC) with factory medical officer and nursing staff.



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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	7	3
	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 Company to ensure a safe and healthy workplace.

The Company has adopted several initiatives for ensuring a safe and healthy workplace for its employees and workers:

- SHE policy, part of the Company's code of ethics and SHE Management system has been adopted by the Company
- The Company's plant has its own in-house occupational health centre (OHC) with factory medical officer and nursing staff
- Road accidents have been identified as a major hazard for field employees. Below are the mitigation measures:
 - Defensive training is imparted to the employees during induction
 - Crash helmet is being provided to 2-wheeler users
- Safety riding jacket provided to 2-wheeler users
- Fire has been identified as a hazard for office-based employees. Below are the mitigation measures:
 - Fire safety equipment has been installed as per requirement
 - Biannual evacuation mock drills are conducted for the corporate office

13. 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
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	SHE Audit was conducted in 2023 covering the manufacturing plant.
Working Conditions	SHE and Secretarial Audit covering the working conditions was undertaken at the manufacturing plant.

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:

- Significant Injury/Fatality prevention programme has been implemented to minimise hazards from high-risk operations such as Lock Out Tag Out (LOTO), confined space, Contractor safety, Process safety and Work at height
- Process confirmation critical safety protocols by Senior leadership team

PRINCIPLE 4:**Businesses should respect the interests of and be responsive to all its stakeholders****1. Describe the processes for identifying key stakeholder groups of the entity.**

Stakeholder mapping/identification is done based on the analysis of the stakeholder groups that could have potential impact on our business operations as well as the impact which the Company might have on them. The Company actively engage with key stakeholders to understand their key expectations and develop strategies to address them.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, 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
Healthcare Professionals (HCPs)	No	Regular business interactions through Conferences, Surveys, Face to Face meetings & Virtual interactions.	Regular/As per practice	<ul style="list-style-type: none"> - Information in and around the product and therapy area - Frequent engagement and understanding HCP's and patient's needs - Responding to queries
Regulators	No	<ul style="list-style-type: none"> - In-person/Virtual Meetings - E-Mail communications 	Need Based	<ul style="list-style-type: none"> - Regulatory Compliances - Responding to queries
Investors/ Shareholders	No	<ul style="list-style-type: none"> - Annual reports & Annual General Meeting - Quarterly reports filed through stock exchanges - Material Announcements through stock exchange 	<ul style="list-style-type: none"> - Annually - Quarterly - Need-based 	<ul style="list-style-type: none"> - Performance & Financial results - Corporate Governance - Transparency in Disclosures
Employees	No	<ul style="list-style-type: none"> - Townhall Meetings - Performance Appraisals reviews - E-mails & Meetings - Training Programmes - Employee Engagement Programmes 	Regular/As per practice	<ul style="list-style-type: none"> - Training, Professional Growth & Development - Well-being initiatives - Employee Recognitions - Updates & Communications on policies, processes & systems.
Suppliers	No	<ul style="list-style-type: none"> - E-mails & Meetings - Supplier Assessment & Reviews - Trainings - Regular Business Interactions 	Regular/As per practice	<ul style="list-style-type: none"> - Supplier Assessments - Promoting Shared Growth - Payments & Collaborations
Community	Yes	<ul style="list-style-type: none"> - In-person meetings - Engagement through NGO partners 	Regular/As per practice	<ul style="list-style-type: none"> - Increasing awareness & understanding of non-communicable disease - CSR Activities
Industry Associations	No	<ul style="list-style-type: none"> - E-mail - In-person - Virtual meetings 	Need-basis	<ul style="list-style-type: none"> - Policy Shaping



PRINCIPLE 5:

Businesses should respect and promote human rights

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

Category	FY 2022-23			FY 2021-22		
	Total	Number	%	Total	Number	%
Employees						
Permanent	883	883	100	1,014	1,014	100
Other than permanent	0	0	0	0	0	0
Total	883	883	100	1,014	1,014	100
Workers						
Permanent	64	64	100	169	169	100
Other than permanent	0	0	0	0	0	0
Total	64	64	100	169	169	100

2. Details of minimum wages paid to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		Number	%	Number	%		Number	%	Number	%
Permanent Employees										
Male	731	0	0	731	100	869	0	0	869	100
Female	152	0	0	152	100	145	0	0	145	100
Other than Permanent Employees*										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Permanent Workers										
Male	55	0	0	55	100	155	0	0	155	100
Female	9	0	0	9	100	14	0	0	14	100
Other than Permanent Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Not Applicable as no other than permanent employees and workers are employed by the Company

3. Details of remuneration/salary/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Directors	2	31,698,453	0	NA
Key Managerial Personnel	2	31,698,453	1	2,179,170
Employees	768	1,459,756	161	1,327,274
Workers	55	1,200,291	9	1,314,603

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

Yes, the Head of Human Resource is responsible for addressing human rights impacts. The Company supports the principles set out in the UN Declaration of Human Rights, and our policies detail our high standards of employment practice. These include respecting diversity and, as a minimum, complying with national legal requirements regarding wages and working hours. We also support the International Labour Organisation's standards ratified by India.

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

Website (AZethics.com), e-mail id (GlobalCompliance@astrazeneca.com) and AZethics line (000-800-100-1071 or 000-800-001-6112) form a part of mechanism in place for grievance redressal on human rights issues. The Company's code of conduct includes details on HOW TO ASK A QUESTION OR RAISE A CONCERN. Grievances can also be shared anonymously and efforts are taken to ensure that the information is kept confidential and communicated on a need-to-know basis.

The AZethics line and AZethics.com are managed by a third party on AstraZeneca's behalf. When someone asks a question or raises concern, their wish to disclose contact information is checked.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	1	0	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company has established a formal "Bullying and Harassment Policy" to prevent adverse consequences to the complainant in discrimination and harassment cases. The policy is made available to all permanent employees and workers for their reference. Further, the policy sets out the guidelines for managers and employees on how to handle situations in which employees are being exposed to bullying or harassing actions.

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

Yes, abiding by Human rights requirements is part of the contract document with all the contractors. The same is set out in the Company's policy on "Expectations of Third Parties".

9. Assessments for the year:

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

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 since no such incidents were reported.



PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption [in Giga Joules (GJ) or multiples] and energy intensity:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	19217 GJ	22270 GJ
Total fuel consumption (B)	9161 GJ	17803 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	28738 GJ	40073 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in million rupees)	2.79	4.88
Energy intensity	--	--

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.

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, none of the sites/facilities were identified as designated consumers.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	26,927	32,258
(iii) Third party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,927	32,258
Total volume of water consumption (in kilolitres)	24,606	31,538
Water intensity per rupee of turnover (Water consumed/turnover in Million rupee)	2.39	3.84
Water intensity	-	-

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

Yes, generated effluent is 100% treated by in-house effluent treatment plant and used within the manufacturing plant for landscaping.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx (Nitrogen oxides)	mg/Nm3	14.37*	Nil No monitoring conducted due to COVID
SOx (Sulphur oxides)	mg/Nm3	8*	Nil No monitoring conducted due to COVID
Particulate matter (PM)	mg/Nm3	44.58*	Nil No monitoring conducted due to COVID
Persistent organic pollutants (POP)	mg/Nm3	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	mg/Nm3	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	mg/Nm3	Not Applicable	Not Applicable
Others – Carbon Monoxide	mg/Nm3	Nil	Nil

*these are the average values of monthly monitoring at manufacturing plant.

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

No independent assessment has been carried out. However, monthly ambient air quality monitoring is conducted at the manufacturing plant by M/s. Tejus Enterprises, a KSPCB approved third party monitoring agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	618	1156
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover		618	1156
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 eq./₹ turnover in Million rupee	0.06	0.14
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

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

Yes, the entity has developed Roadmap and Glidepath for Energy and Carbon reduction for the manufacturing plant.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.20	0.10
E-waste (B)	0.90	4.10
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	6.50	1.50
Radioactive waste (F)	Nil	Nil
Other Hazardous waste (G)	15.14	14.59
Other Non-hazardous waste generated (H) (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	22.75	20.29



For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	Recycled in Current FY	Re-used in Current FY	Other recovery operations in Current FY	Recycled in Previous FY	Re-used in Previous FY	Other recovery operations in Previous FY
Plastic waste (A)	0.20	NA	NA	0.10	NA	NA
E-waste (B)	0.90	NA	NA	4.10	NA	NA
Bio-medical waste (C)	0.01	NA	NA	0.01	NA	NA
Construction and demolition waste (D)	NA	NA	NA	NA	NA	NA
Battery waste (E)	6.50	NA	NA	1.50	NA	NA
Radioactive waste (F)	NA	NA	NA	NA	NA	NA
Other Hazardous waste (G)	NA	NA	NA	NA	NA	NA
Other Non-hazardous waste generated (H)	6.00	NA	NA	10.00	NA	NA
Total Waste Recovered (A+B + C + D + E + F + G + H)	13.61	0	0	15.71	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	Waste Incinerated in Current FY 2022-23	Waste in landfill in Current FY 2022-23	Other disposal in Current FY 2022-23	Waste Incinerated in previous FY 2021-22	Waste in landfill in Previous FY 2021-22	Other disposal in Previous FY 2021-22
Plastic waste (A)	NA	NA	NA	NA	NA	NA
E-waste (B)	NA	NA	NA	NA	NA	NA
Bio-medical waste (C)	NA	NA	NA	NA	NA	NA
Construction and demolition waste (D)	NA	NA	NA	NA	NA	NA
Battery waste (E)	NA	NA	NA	NA	NA	NA
Radioactive waste (F)	NA	NA	NA	NA	NA	NA
Other Hazardous waste (G)	13.30	NA	NA	13.50	NA	NA
Other Non-hazardous waste generated (H)	NA	NA	NA	NA	NA	NA
Total Waste Recovered (A+B + C + D + E + F + G + H)	13.30	NA	NA	13.50	NA	NA

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 such assessment was carried out.

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.

- Non-hazardous waste is disposed through Bruhat Bengaluru Mahanagara Palika (BBMP) authorised vendor
- Hazardous waste is disposed through KSPCB authorised recycler
- Food waste is composted in-house and manure used for gardening
- The Company envisages to reduce its waste reduction through its waste reduction programs.

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.

None of the Company's plant/offices are located 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:

No, Environmental Impact Assessment (EIA) study has not been undertaken in the current financial year.

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.

Yes, the organisation is abiding by all the applicable laws. The organisation is complying with conditions obtained from KSPCB, Hazardous waste authorisation, Biomedical waste authorisation consents.

Leadership Indicators

1. Provide break-up of the total energy consumed [in Giga Joules (GJ) or multiples] from renewable and non-renewable sources:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	17466 GJ	19848 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	17466 GJ	19848 GJ
From non-renewable sources		
Total electricity consumption (D)	1751.67 GJ	2422.66 GJ
Total fuel consumption (E)	9161 GJ	17803 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	10912.67 GJ	20225.65 GJ

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 such assessment was conducted.



2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	8848	10931
- No treatment	0	0
With treatment – please specify level of treatment	100%	100%
Total water discharged (in kilolitres)	8848	10931

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 such assessment was carried out.

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

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

(i) **Name of the area:** Yelahanka, Bengaluru North - 560063

(ii) **Nature of operations:** Pharmaceutical Manufacturing

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	26927	32258
(iii) Third party water	Nil	Nil
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	26927	32258
Total volume of water consumption (in kilolitres)	24606	31538
Water intensity per rupee of turnover (Water consumed/turnover in million rupee)	2.39	3.84
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2022-23	FY 2021-22
(iii) Into Seawater	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	Nil	Nil
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	8848	10931
- No treatment	0	0
- With treatment – please specify level of treatment	100%	100%
Total water discharged (in kilolitres)	8848	10931

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 such assessment was carried out.

4. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

As mentioned above, none of the project sites or offices are situated in ecologically sensitive areas.

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Power through PPA (Power Purchase Agreement)	Contracts have been signed between multiple parties for procurement of solar power.	~ 80% of the power requirement at manufacturing plant is from green energy
2.	Inhouse Rooftop Solar	Installation of rooftop solar panels on the current facility	~ 15% of the power requirement at manufacturing plant is from green energy
3.	LPG (Liquefied Petroleum Gas)	Use of environment friendly LPG in place of diesel implemented for steam generation	Fuel efficiency & lesser carbon emission by ~ 20%
4.	Air Handling Unit Ramp down	Achieved Energy & water reduction by slowdown of AHUs during non-production hours.	Reduction in electricity consumption by ~ 34%
5.	Energy Conservation	<ul style="list-style-type: none"> Usage of LED fixtures for lighting Natural lighting & air ventilation system adopted in utility areas Usage of motion sensors for office & production areas 	Reduction in electricity consumption
6.	Eco wrap	Implemented reusable pallet wrap in place of shrink wrap (single use plastic)	Avoidance of ~1,000 kgs of single use plastic per annum
7.	Heat pump	Waste heat recovery is used from the chilled water to heat the hot water used for Air Handling Unit.	Reduction of steam used to heat the hot water
8.	Water stewardship Plan	Water reduction like chemical less cooling tower, rainwater harvesting	Water conservation



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

Yes, the Company has a business continuity and disaster management plan. Business Continuity (BC) is a structured process that enables us to restore our Critical Processes to pre-determined levels in a controlled manner following a period of disruption. We follow AstraZeneca global BC Process which consists of 6 following steps:

1. Understand your Business Area
2. Conduct a business impact analysis (BIA)
3. Develop & Roll-Out your BCP
4. Exercise/activate your BCP
5. Network, Collaborate & Share
6. Review, Revise & Report

Bengaluru site has identified the BCP (Business Continuity Plan) team and defined their roles and responsibilities. We review our site-specific BCP annually and update the changes to the critical process.

The Company is having asset specific disaster recovery plan to return asset to pre-event status.

7. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Not Applicable

PRINCIPLE 7:

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

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

The Company has affiliation with 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 body) the entity is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Organisation of Pharmaceutical Producers of India	National
2.	JETCO – UK India Business Council	National
3.	Indian Society of Clinical Research	National
4.	Federation of Indian Chambers of Commerce and Industry	National
5.	Karnataka Drug Manufacturing Association	State

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

There are no adverse orders passed against the Company in relation to anti-competitive conduct.

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

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

In the reporting year, the Company did not undertake any Social Impact Assessment.

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

In the reporting year, the Company did not undertake any Rehabilitation and Resettlement (R&R) for any project(s).

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

Website (AZethics.com), e-mail ID (GlobalCompliance@astrazeneca.com) and AZethics line (000-800-100-1071 or 000-800-001-6112) form a part of mechanism in place for grievance redressal on human rights issues. The Company's code of conduct include details on HOW TO ASK A QUESTION OR RAISE A CONCERN. Grievances can also be shared anonymously and efforts are taken to ensure that the information is kept confidential and communicated on a need-to-know basis.

The AZethics line and AZethics.com are managed by a third party on AstraZeneca's behalf. When someone asks a question or raises concern, their wish to disclose contact information is checked.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	0.94%	1.36%
Sourced directly from within the district and neighbouring districts	0.73%	1.36%

PRINCIPLE 9:**Businesses should engage with and provide value to their consumers in a responsible manner****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a dedicated e-mail ID and an online tool/questionnaire available on AZ India Website to register any complaints relating to product quality. These complaints are automatically processed in the tool where the relevant quality team are assigned to work upon the complaint resolution. The investigation report is then shared with the complaint owner.

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

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

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

Category	FY 2022-23		Remarks	FY 2021-22		Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Category	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 a policy on Cyber security - <https://azusgb01--cms.visualforce.com/apex/Main?sname=Intranet&name=Cyber-Security&r=true#/>

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.

There has been no instance of any corrective actions taken or underway on re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services in recent past from Regulatory.