



July 7, 2023

Listing Department

Code: 531 335

BSE LIMITED

P. J. Towers, Dalal Street, Fort,

Mumbai-400 001

Listing Department

Code: ZYDUSWELL

NATIONAL STOCK EXCHANGE OF INDIA LIMITED

Exchange Plaza, C/1, Block G,

Bandra Kurla Complex,

Bandra (E),

Mumbai-400 051

Re.: Business Responsibility and Sustainability Report for FY 2022-2023

Dear Sir / Madam,

Pursuant to regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the **Listing Regulations**"), we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-2023.

Please receive the same in order.

Thanking you,

Yours faithfully,

For, **ZYDUS WELLNESS LIMITED**

NANDISH P. JOSHI

COMPANY SECRETARY

Zydus Wellness Limited

(a subsidiary of Zydus Lifesciences Limited)

Regd. Office: 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, S. G. Highway, Ahmedabad – 382481, India.

Phone No.: +91-79-71800000; **Website:** www.zyduswellness.com

CIN: L15201GJ1994PLC023490

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

Section A: General disclosures

I. Details of the Listed Entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L15201GJ1994PLC023490
2. Name of the Listed Entity	Zydus Wellness Limited
3. Year of incorporation	1994
4. Registered office address	Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle, Sarkhej-Gandhinagar Highway, Ahmedabad – 382481
5. Corporate address	Same as above
6. E-mail	investor.grievance@zyduswellness.com
7. Telephone	079-48040000
8. Website	www.zyduswellness.com
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 6,363 Lakhs (Rupees Six Thousand Three Hundred Sixty Three Lakhs only)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Umesh V. Parikh Designation: Chief Financial Officer (CFO) Telephone number: 079 – 48040000 Ext. No. 1330 E-mail address: umesh.parikh@zyduswellness.com
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this report for FY 2022-2023 includes the Standalone Parent Company i.e. Zydus Wellness Limited, its wholly owned indian subsidiary companies, their manufacturing facilities and office located at Mumbai and corporate office at Ahmedabad. <i>*The information presented for the FY 2021-2022 covers 5 (five) manufacturing facilities across 4 (four) locations - Aligarh, Ahmedabad, Sikkim and Sitarganj and office located at Mumbai and corporate office at Ahmedabad. Sitarganj facility ceased its operations w.e.f. June 17, 2022.</i>

II. Products/services:

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

S. No.	Description of the Main Activity	Description of Business Activity	% of the Turnover of the entity
1.	Manufacturing of Fast Moving Consumer Goods	The Company is engaged in health and wellness segments. Five of its six brands are market leading brands viz. Sugar Free, Nutralite, Glucon-D, Nycil and Everyuth Scrubs and Peel Offs. It is engaged in research and development, manufacturing, marketing and distribution and sale of its products.	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Sugar Free	10729	
2.	Sugarlite	10729	
3.	Complan	10509	
4.	Glucon-D	10623	100%
5.	Nutralite	10504	
6.	EverYuth	20237	
7.	Nycil	20237	

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

Location	Number of plants	Number of offices	Total
National	4	2	6
International	-	2	2

17. Markets served by the entity:**a. Number of locations:**

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	26

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

Contribution of exports as a percentage of the Company's consolidated turnover is 3.0%.

c. A brief on types of customers:

The Company is a leading consumer wellness company with an Indian heritage and a global footprint with a market leadership in five of its six brand categories. The Company continues to focus on expanding the category size of each of these brands and increasing the market share with necessary investments in each brand through product innovations, various media campaigns, sales promotions, and digital initiatives. The Company enjoys a Pan India marketing presence through a distribution network comprising of 24 (twenty four) integrated Carrying and Forwarding Agents ("CFA") partners, 1700+ distributors and ~2000 feet-on-street representatives reaching to more than 30 million consumers as a testament to brands that are engraved in consumer's daily needs and shopping basket.

IV. Employees:**18. Details as of the end of the Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	748	705	94.2%	43	5.8%
2.	Other than Permanent (E)	36	26	72.2%	10	27.8%
3.	Total employees (D + E)	784	731	93.2%	53	6.8%
Workers						
1.	Permanent (F)	227	226	99.6%	1	0.4%
2.	Other than Permanent (G)	2,286	2,111	92.3%	175	7.7%
3.	Total workers (F + G)	2,513	2,337	93.0%	176	7.0%

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	0	0	0.0%	0	0.0%
2.	Other than Permanent (E)	0	0	0.0%	0	0.0%
3.	Total differently abled employees (D + E)	0	0	0.0%	0	0.0%
Differently abled workers						
1.	Permanent (F)	2	2	100%	0	0.0%
2.	Other than permanent (G)	0	0	0	0	0.0%
3.	Total differently abled workers (F + G)	2	2	100%	0	0.0%

19. Participation/Inclusion/Representation of Women:

	Total (A)	No. and the percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	0	0.0%

20. Turnover rate for permanent employees and workers:

	FY 2022-2023			FY 2021-2022			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	32.0%	30.0%	32.0%	36.0%	35.0%	36.0%	29.0%	36.0%	29.0%
Permanent workers	7.0%	0.0%	7.0%	3.0%	0.0%	3.0%	0.0%	0.0%	0.0%

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1.	Zydus Lifesciences Limited	Holding Company	57.5%	No
2.	Zydus Wellness Products Limited			Yes
3.	Liva Nutritions Limited	Wholly owned subsidiary	100%	Yes
4.	Liva Investment Limited			Yes
5.	Zydus Wellness International DMCC, Dubai			No
6.	Zydus Wellness (BD) Pvt Limited, Bangladesh			No

VI. CSR Details:

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹): 25,148 (Rupees Twenty Five Thousand One Hundred Forty Eight Lakhs only)

(iii) Net worth (in ₹): 4,03,428 (Rupees Four Lakhs Three Thousand Four Hundred Twenty Eight Lakhs only)

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 2022-2023		FY 2021-2022	
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year
Communities	Yes. https://www.zyduswellness.com/investor/human-rights-policy-feb-23.pdf https://www.zyduswellness.com/investor/public-policy.pdf	0	0	0	0
Investors (other than shareholders)	Yes. Investors can connect with us on 079-48040000 / 079-71800000 or send us an email at investorcommunication@zyduswellness.com .	0	0	0	0
Shareholders	Yes. For lodgment of any documents or any grievances / complaints, members may contact the Company or Link Intime India Private Limited, Registrar and Share Transfer Agent of the Company at 079-48040000 / 079-71800000 or 079-2646 5179 / 86 / 87 or email at investor.grievance@zyduswellness.com or ahmedabad@linkintime.co.in .	9	0	0	0
Employees and Workers	Yes https://www.zyduswellness.com/investor/whistle-blower-policy-revised-may-28-2019-final.pdf	0	0	0	0
Customers	Yes, the Company has a dedicated customer relationship cell to address customer related grievances. Customers can connect with us at 079-48040000 for feedback & queries or send us a mail at customercare@zyduswellness.com	1196	0	772	0
Value Chain Partners	Yes https://www.zyduswellness.com/investor/code-of-conduct-for-vendors-feb-2023.pdf	0	0	0	0
Others (Please specify)	-	0	0	0	0

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk or opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Leadership and Corporate Governance	R/O	<p>Risk: Poor corporate governance standards can affect and progress towards long term strategic vision. This could also lead to reputational, operational, and legal risks for organizations.</p> <p>The Company shall continue to promote ethical behaviour amongst all stakeholders.</p> <p>Ethical standards are critical to retaining business partners' and society's trust, especially in the health and wellness sector and play a significant role in ensuring reputational integrity and long-term success of the company.</p> <p>Opportunity: Good Corporate Governance practices emphasizing transparency, accountability and quality bringing in the latest technology to benefit the consumers can positively improve the business growth, reputation and trust amongst the stakeholders.</p>	<p>-The governance structure is made up of the Board of Directors, the Committees of the Board at the top level and the internal governance structure at the operational level.</p> <p>-The CEO & Whole Time Director acts under the supervision and guidance of the Board of Directors and is responsible for the overall functioning of the organization.</p> <p>-The Company has complied with the Corporate Governance requirements specified under The Companies Act, 2013 and The SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.</p>	<p>Positive: Good Corporate Governance practices could significantly reduce the threat of safety, legal, performance and warranty issues that can affect the Company.</p> <p>The corporate governance body can reduce unnecessary expenses and spend more on progressive needs.</p> <p>It also ensures that the stakeholders, shareholders, customers, staff, Board of Directors, and others are financially secured.</p> <p>Negative: The Company is exposed to regulation around ethical business conduct across its operational geographies. Failure to comply could have significant financial and reputational consequences such as potential fines and sanctions from regulatory bodies for non-compliance with regulations. Potential reputational damage could impact customer's and shareholder's trust.</p>
2.	Nutrition and Health	R/O	<p>Risk: Production of consumer goods should be done safely to maximize public health gains and should contribute to overall well-being. Poor quality of products could lead to loss in consumer trust and can have a negative impact on sales.</p> <p>Opportunity: Consumers are increasingly demanding products that are better for their health and well-being. This poses an immense opportunity for the Company to deliver to the market expectations and expand the category size of each of the brands and increase the market share to meet the changing requirements of the consumers.</p>	<p>The Company ensures that all products meet the necessary nutrition requirements and more importantly the safety of users, the research team puts significant importance on clinical and preclinical studies of all the products. These also provides valuable inputs for future innovation to increase the quality of the products.</p>	<p>Positive: Maintaining nutrient levels in product ingredients and formulating products in accordance with the need leading to health benefits across consumer segments can potentially result into increased customer satisfaction and retention and associated financial benefits.</p> <p>Negative: Failure to provide high-quality products that are nutrient-rich and beneficial for consumers or not meeting the legal requirements could lead to poor sales and have negative financial and reputational impact.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk or opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Product quality and safety	R/O	<p>Risk: Companies have a responsibility to provide their consumers with manufactured products that are aligned with social and compliance expectations of quality and efficiency. Being active in the health and wellness industry, it is key for the Company to provide its customers with products that are safe to use (e.g. products that do not produce undesirable or even potentially harmful side effects).</p> <p>Opportunity: Developing and delivering high-quality and safe products that are aligned with regulations and standards can create better business opportunities for the Company.</p>	The Company has implemented various policies such as quality risk management, food safety management systems and regulatory controls to ensure product quality and safety. Different standard operating procedures such as global food safety management, compliance standards for manufacturing facilities and self-inspection are also implemented. Evaluation of value chain partners on quality parameters are also carried out, which ensures end to end quality and safety of the products being manufactured.	<p>Positive: The global consumer health and wellness market is a \$1.5 trillion market growing at 5 to 10% a year. More and more consumers are interested in purchasing safe and quality wellness products. Delivering high quality products will positively reflect on the economic performance of the Company and its reputation.</p> <p>Negative: Meeting consumer expectations regarding the quality, safety and efficiency of their products is essential for the Company to retain trust of consumers and its license to operate. Failure to do so could have significant financial and reputational impacts.</p>
4.	Customer satisfaction	R/O	<p>Risk: Poor customer satisfaction can have a significant impact on the Company's bottom line, brand reputation and overall success in the market.</p> <p>Opportunity: The satisfaction of the end user is critical to the success of the product and the Company. Better customer satisfaction leads to repeated business and enables the Company to innovate and develop better products for the customers.</p>	The Company is committed to serving customers and ensuring that their needs are met despite the prevailing market conditions. The Company has stepped up its initiatives on the e-commerce front with the inception of Project Vistaar, engaged continuously with the customers to gauge needs, delivering superior experience by offering best-in-class products and engaging in consistent improvements with the use of the latest science, enabling free trial of new products through different platforms and built sufficient control measures to improve customer satisfaction.	<p>Positive: Better customer satisfaction can contribute to a positive brand reputation, increased revenue, and can have a competitive advantage in the market.</p> <p>Negative: Poor customer satisfaction can lead to reduced sales, negative word-of-mouth, decreased customer loyalty, and increased costs associated with addressing customer complaints and legal issues.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk or opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Human rights	R/O	<p>Risk: According to the World Press Freedom Index India ranks 150th position in 180 nations globally in the Human Freedom Index, implying that the Companies currently operate in a region with high cases of human rights issues.</p> <p>Companies have a responsibility to ensure the respect of core human rights in the communities in which they operate. In particular, companies should ensure that no child labour, forced or bonded labour, or human trafficking occurs within their value chain.</p> <p>Opportunity: By disclosing policies, practices and impacts on human rights allows businesses to proactively identify and address any human rights issues within operations. By engaging with stakeholders on Human rights fosters trust, build stronger relationships with all the stakeholders.</p>	<p>The Company is committed to providing equal opportunities at all levels, safe and healthy workplaces and protecting human health and the environment. The Company strives to provide a non-discriminatory and harassment-free workplace for all its employees and contractual staff. The Factories Act, 1948 provides the overarching framework for the Company's policy on human rights for the employees working in the Company's factory.</p>	<p>Positive: By demonstrating a commitment to human rights in its operation, the Company can enhance reputation and get competitive advantage in the market. Consumers and Investors are increasingly considering Human rights performance while purchasing and making investment decisions. By aligning with the Human rights reporting Company can attract socially responsible consumers, Investors and partners who value Human Rights.</p> <p>Negative: The Company has an extensive supply chain footprint regionally and globally. Ensuring respect for Human Rights throughout the value chain is essential to avoid reputational and financial damage.</p>
6.	Business Ethics	R/O	<p>Risk: To maintain profitability and meet business goals may tempt businesses to compromise on ethical standards. Ethical risks related to human rights violations, corruption, environmental damages or breaches of data privacy may result in the damage to Company's reputation, and loss of consumers and investor trust.</p> <p>Opportunity: By prioritizing ethical and sustainable practices, the Company can build the trust of customers, investors and other stakeholders, creating competitive advantage in the market. By adopting ethical practices, the Company can lead to improved financial performance as customers and investors will prefer investing in the Company.</p>	<p>The Company has adopted "Code of Business code" for the business partners which they have to adhere. Apart from the applicability of code of conduct the Company conducts due diligence periodically to avoid any unforeseen circumstances to mitigate it well in advance.</p>	<p>Positive: Implementation of stringent ethical business practices can be a significant opportunity for the Company, which can create competitive advantage, financial performance improvement, talent acquisition and strengthen reputation in market.</p> <p>Negative: The Company has an extensive supply chain footprint regionally and globally. Ensuring adherence to the ethical business practices to avoid reputational and financial damage.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk or opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Accounting and financial reporting	R/O	<p>Risk: Accounting and financial reporting can pose a risk if the Company engages in unethical practices or there is failure to comply with accounting and reporting standards specified by the regulators.</p> <p>Opportunity: Accounting and financial reporting can present an opportunity to demonstrate Companies' commitment to transparency, good corporate governance and ethical behavior. By providing accurate and complete financial, environment and social impact information, the Company can build trust within stakeholders and business partners.</p>	As a Listed Company it ensures compliance with relevant standards and regulations while prioritizing transparency and ethical behaviour stated by the relevant authorities.	<p>Positive: By disclosing information about financial, environmental and social impacts as per reporting frameworks and standards, Company can make more informed decisions about resource allocation and capital investment. This can lead to improved financial performance, increased shareholder value and stronger competitive advantage.</p> <p>Negative: Failure to report accurate financial information, environmental and social indicators or misinterpretation of financial statements can result into significant financial losses, fines, penalties and damage to the reputation of the Company.</p>
8.	Privacy & Data Security	R/O	<p>Risk: Data breaches and privacy violations can result in the legal and regulatory penalties; loss of customer's trust and reputational damage.</p> <p>Opportunity: Privacy and data security can present an opportunity for the Company to demonstrate our commitment to ethical behavior and build customer trust.</p>	The Company has adequate measures and control implemented to mitigate any probable or actual risk which may arise. The Company periodically carries out risk assessment and implements adequate measures.	<p>Positive: By implementing strong privacy and data security measures, the Company assures stakeholders that their personal information is protected, building loyalty and improved reputation.</p> <p>Negative: Data breaches can lead to financial losses such as the cost of investigating and repairing the breach, compensating affected stakeholders and potential fines and litigation.</p>

Section B: Management and process disclosures

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No).	Yes	Yes	Yes	Yes	Yes ¹	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No).	Yes	Yes ²	Yes ³	Yes	Yes	Yes	Yes	Yes	Yes ⁴
c. Web Link of the policies, if available.	Policies can be accessed on the website of the Company under "Policies and Compliances" at https://www.zyduswellness.com/investors.php .								
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, Code of Conduct for Vendors is extended to value chain partners.								
¹ The Policy is embedded in the Company's Code of Conduct, HR policies and various other HR practices. ² The Policy is embedded in the Company's Quality and Environmental Policies, which inter alia relate to safe and sustainable products. ³ The Policies for the wellbeing of employees are for internal circulation to the employees and approved by the Board of Directors. ⁴ The Company fulfills the requirements by introducing innovative products and services. The Company has a customer complaint redressal system in place.									
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) mapped to each principle.	The Company's manufacturing plants (Ahmedabad and Sikkim) are accredited for FSSC 22000 and ISO 14001:2015, GMP certification as applicable, validating process, quality consistency and food safety.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> - Target to reduce specific energy consumption across operations by 5.0% in FY 2022-2023 (as compared to FY 2021-2022). - Target to reduce specific water consumption by 5.0% in FY 2022-2023 (as compared to FY 2021-2022). 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>We have process in place to measure performance against target and the stated targets are achieved as below:</p> <ul style="list-style-type: none"> - Reduction in specific water consumption by 20.5% against target of 5.0% set for FY 2022-2023. - Reduction in specific energy consumption by 11.7% against target of 5.0% set for FY 2022-2023. 								
Governance, leadership and oversight									
7. Statement by Director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements:	<p>As a leading FMCG organization, we recognize the importance of integrating responsible and sustainable practices into our operations and are committed to creating a positive impact on society and the environment. Our BRSR report provides an overview of our approach towards sustainability and how we have performed against key sustainability goals and targets. It highlights our efforts towards reducing our environmental footprint, promoting social responsibility and ensuring ethical business practices.</p> <p>We have made significant progress towards achieving our sustainability goals and targets. For instance, we have started our journey by setting Internal Carbon footprint reduction goals, reduction in waste generation and implemented several programs to promote social inclusion and diversity within our organization. We have also strengthened our responsible sourcing practices, ensuring that all our raw materials are ethically sourced.</p> <p>As we continue to expand our operations horizontally, we remain committed to our sustainability goals and will work towards achieving them through innovation, collaboration, and responsible practices.</p> <p>We believe that Sustainability is not only crucial for our business but also for the long-term well-being of the planet and the communities in which we operate. We will continue to work towards creating a sustainable future for all and hope that our BRSR Report provides valuable insights into our journey towards sustainability.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Tarun Arora, Chief Executive Officer ("CEO") and Whole Time Director ("WTD").								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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. To drive a top-down approach to ESG, in FY 2022-2023 our Board of Directors re-named "Corporate Social Responsibility Committee" to the "Corporate Social Responsibility and ESG Committee". One of the key mandate of the Committee is to oversee and monitor the ESG performance, strategies and initiatives of the Company and how they contribute to our commitment towards creating long-term value for our stakeholders. The Committee is headed by Dr. Sharvil P. Patel (DIN: 00131995), Chairman of the Board who is a Non-Executive Director and comprises of Mr. Ganesh N. Nayak (DIN: 00017481), Non-Executive Director and Mr. Savyasachi S. Sengupta (DIN: 05158870), Independent Director as members of the Committee.								

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 the above policies and follow up action	The business responsibility performance of the Company is regularly monitored by the Company and reviewed by the Chairman and respective departmental heads. The Board of Directors reviews it annually.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable laws and a statutory compliance certificate on applicable laws is provided by the CEO & WTD to 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 the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	The processes and compliances are assessed by Internal auditors and Statutory auditors, as applicable. On a regular basis, the policies are reviewed and updated by senior functional heads and approved by the management, Committees of Directors or the Board.								
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12. If the answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle-wise performance disclosure

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in the respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	1	The Directors of the Company are briefed on the sustainability initiatives of the Company from time to time. The Directors are also updated on changes/developments in the domestic/global corporate and industry scenario. The Directors of the Company at the time of their appointment are acquainted with the Company's Core Values, Code of Business Conduct and their roles and responsibilities as a Director along with the Company's operations / business and the industry in which it operates. Further, at each meeting of the Board and Committees, the Directors and KMP are apprised, inter alia, of the material developments in the Company and industry as a whole, including those pertaining to statutes/legislation and economic environment and on the matters affecting the Company, to enable them to take well informed and timely decisions. Also, familiarization programmes are conducted for the Directors.	100%
Employees other than BoD and KMP	15	Delta, Prevention of Sexual Harassment of Women at the Workplace, Consumer Centricity, Enterprise Mindset, Logical Thinking, Decision Making, Working Across Boundaries, Team Leadership, Negotiation & Effective Communication	100%
Workers	166	Health and Safety, Quality, Waste Management, Technical (SAP, Excel, Zylex etc.)	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

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement	There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.				
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment	There have been no instances of fines and penalties imposed by the Statutory Authorities on the Company.				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	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:

The Company has framed "Zydus Business Conduct Policy". The policy provides for anti-bribery and avoidance of other corruption practices by the employees of the Company. The Policy is available on the website of the Company at <https://www.zyduswellness.com/investor/Zydus%20Business%20Conduct%20Policy.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 2022-2023	FY 2021-2022
Directors		
KMPs	No such actions have been taken against our Directors/KMPs/employees/workers both for FY 2022-2023 and FY 2021-2022.	
Employees		
Workers		

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

	FY 2022-2023		FY 2021-2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
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We have a process of conducting concurrent audits in all our Channel partners (CFAs) whereby through a mechanism of questions and answers the major principles herein are covered. In the year under review, all our 24 CFA locations have undergone this audit on a monthly basis. For our vendors, we have a model risk assessment criteria based on a quality management system.

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

Yes, the Company expect Directors and Senior Management employees to disclose actual and potential conflicts of a material nature with the interests of the Company. Additionally, all Directors and Senior Management employees are expected to not engage in any business, relationship or activity which might detrimentally conflict with the interest of the Company and not divert to his / her advantage any business opportunity that the Company is in pursuit. The above is a part of the Code of Business Conduct and Ethics adopted by the Company which is available on the website of the Company at <https://www.zyduswellness.com/investor/code-of-business-conduct-and-ethics-policy.pdf>.

Further, the Board of Directors and Senior Management of the Company submit their affirmation for the compliance with the Code of Business Conduct and Ethics on an annual basis.

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:**

	FY 2022-2023	FY 2021-2022	Details of improvements in environmental and social impacts
R&D	100%	100%	During the year under review, we have undertaken sustainable projects to increase energy efficiency, water conservation, reduction in usage of plastic in packaging and reduction in coal consumption.
Capex	100%	100%	

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No). b. If yes, what percentage of inputs were sourced sustainably?**

Yes, manufacturing integrity, supply chain efficiency and product innovation form the foundation of the legacy that the Company has built over the last decades. As a consumer health and wellness Company, we work closely with our suppliers and distributors who enable us to reach lakhs of consumers across the globe. Our "Business Conduct" policy promotes adherence to and protection of human rights across our supply chain. It also promotes the maintenance of a safe work environment at the premises of suppliers. We prefer domestic markets to fulfill our requirement for the raw materials for our products.

A "Code of Conduct for Vendors" has been adopted by the Company, which sets forth the basic requirements expected from the Vendors to respect and adhere to the policy while conducting business with the Company and the code is available on the website of the Company at :-

<https://www.zyduwellness.com/investor/code-of-conduct-for-vendors-feb-2023.pdf>.

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

The waste generated in the Company's manufacturing operations is recycled/reused to the extent possible. Waste is recycled by authorized third party agencies and records of the same are maintained at all our plants. Additionally, the Company's manufacturing facility has its own Effluent Treatment Plant, which ensures discharge of waste below the norms prescribed by the Pollution Control Board. Important raw materials and solvents are recovered and reused. It is a part of operational management.

In line with the Ministry of Environment, Forest and Climate Change's latest notification on Extended Producers Responsibility, we have strengthened our approach to the management of plastic packaging. Additionally, we have also undertaken design level changes to our products to reduce the raw materials used in their manufacturing.

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, EPR applies to the Company's activities and the waste collection plan is in line with the EPR action plan submitted to Central Pollution Control Board ("CPCB").

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?**

NIC Code	Name of Product/ Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No). If yes, provide the web-link
The Company hasn't conducted LCA for any of its products.					

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:

Name of product/service	Description of the risk/concern	Action taken
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):

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023	FY 2021-2022
Hazardous waste	-	-
Non-hazardous waste recycled	-	-
Total	-	-

4. Of the products and packaging reclaimed at end of life of products, the amount (in metric tonnes) reused, recycled, and safely disposed of:

	FY 2022-2023			FY 2021-2022		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	-	2127		-	174	436
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
As per applicability of EPR, a Company is obliged to take care of wastes generated during manufacturing and from the consumer's end.	As per EPR target, the Company's waste collection plan is aligned to EPR action plan submitted to CPCB. The company recycled and co-processed, 70% of waste generated during manufacturing and from consumer's end.

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	705	705	100%	705	100%	0	0.0%	705	100%	115	16.3%
Female	43	43	100%	43	100%	43	100%	0	0.0%	15	34.9%
Total	748	748	100%	748	100%	43	5.7%	705	94.3%	130	17.4%
Other than permanent employees											
Male	26	0	0.0%	0	0.0%	0	0.0%	0	0.0%	26	100%
Female	10	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	40.0%
Total	36	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30	83.3%

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	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent workers											
Male	226	226	100%	226	100%	0	0.0%	226	100%	N.A.	N.A.
Female	1	1	100%	1	100%	1	100%	0	0.0%	N.A.	N.A.
Total	227	227	100%	227	100%	1	0.4%	226	99.6%	N.A.	N.A.
Other than Permanent workers											
Male	2,111	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N.A.	N.A.
Female	175	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N.A.	N.A.
Total	2,286	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N.A.	N.A.

2. Details of retirement benefits:

Benefits	FY 2022-2023			FY 2021-2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	5.0%	100%	Yes	4.0%	100%	Yes
Others – please specify						
National Pension Scheme	8.0%	N.A.	Yes	8.0%	N.A.	Yes
Superannuation	4.0%	N.A.	Yes	5.0%	N.A.	Yes

3. Accessibility of workplaces:

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

Yes, the premises/offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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 is an equal opportunity employer. We treat all job applicants fairly and do not support any form of unlawful discrimination. We respect all related laws in our employment decisions and do not discriminate against individuals on the basis of race, colour, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status or disability.

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%	-	-	-
Female	100%	0.0%	-	-
Total	100%	0.0%	-	-

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:

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The REACHOUT section integrated on internal HRMS Portal is the primary channel for grievance redressal. Whistle Blower Policy is in place for reporting instances of unethical behavior, improper practices, actual or suspected fraud or violation of the Company's code of conduct and leakage of unpublished price sensitive information, which is available on the website of the Company at https://www.zyduswellness.com/investor/whistle-blower-policy-revised-may-28-2019-final.pdf .
Other than Permanent Workers	No.
Permanent Employees	Yes. The REACHOUT section integrated on internal HRMS Portal is the primary channel for grievance redressal. Whistle Blower Policy is in place for reporting instances of unethical behavior, improper practices, actual or suspected fraud or violation of the Company's code of conduct and leakage of unpublished price sensitive information, which is available on the website of the Company at https://www.zyduswellness.com/investor/whistle-blower-policy-revised-may-28-2019-final.pdf .
Other than Permanent Employees	Yes. <ul style="list-style-type: none"> a) Aligarh Plant: The grievances of on roll workers are redressed through Zydus Wellness Association in conjunction with Unit HR Head on a regular basis, whereas the grievances of contract workers are redressed through Contractor and unit HR Head. In addition, we have 5 (five) number of suggestion boxes to redress the grievances reviewed by regular MIS. b) Ahmedabad Plant: There is a provision of Grievance Register wherein grievances are registered and addressed. 2 (two) number of suggestion boxes are placed at prominent place in the unit. Suggestion boxes are opened, reviewed and addressed periodically. c) Sikkim Plant: 6 (six) number of suggestion boxes are placed in the prominent location. The suggestions are reviewed and implemented to address before development of grievances.

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

Category	FY 2022-2023			FY 2021-2022		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	748	0	0.0%	700	0	0.0%
- Male	705	0	0.0%	661	0	0.0%
- Female	43	0	0.0%	39	0	0.0%
Total Permanent Workers	227	165	72.7%	375	323	86.1%
- Male	226	164	72.6%	373	321	86.0%
- Female	1	1	100%	2	2	100%

8. Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	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)
Employees										
Male	686	112	16.3%	574	83.7%	98	63	64.3%	35	35.7%
Female	1	0	0.0%	1	100%	0	0	0.0%	0	0.0%
Total	687	112	16.3%	575	83.7%	98	63	64.3%	35	35.7%
Workers										
Male	545	176	32.3%	369	67.7%	96	65	67.7%	31	32.3%
Female	165	119	72.1%	46	27.9%	0	0	0.0%	0	0.0%
Total	710	295	41.5%	415	58.4%	96	65	67.7%	31	32.3%

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	705	705	100%	661	661	100%
Female	43	43	100%	39	39	100%
Total	748	748	100%	700	700	100%
Workers						
Male	226	226	100%	373	373	100%
Female	1	1	100%	2	2	100%
Total	227	227	100%	375	375	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes. The Company follows all applicable rules and regulations directed by Authorities for Employees' Health and Safety and it is covered at the group level including all the plants.

The safety and wellbeing of our employees is of utmost importance to us. We continuously strive to promote safe practices to be followed by all our employees. We are committed to implementing and monitoring relevant requirements set forth by ISO standards for our plants. Our manufacturing plants at Ahmedabad and Sikkim are ISO 45001:2018 (OH&S) certified. We have established Occupational and Health centers, equipped with Ambulance facilities, at all our plants to serve 24*7.

In FY 2022-2023 we have invested 343 man-hours in training our employees on topics related to safety practices at the workplace. In FY 2022-2023, zero fatalities occurred and zero lost days were recorded across all the plants.

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 a centralized Environment, Health and Safety ("EHS") Cell, both at a group and the plant level to identify work related hazards and assess risks on a routine and non-routine basis. All relevant updated EHS documents, guidelines, policies, SOPs, and checklists are being regularly updated to the employees through this EHS portal and necessary compliance perspective actions are tracked. Further, at regular intervals, EHS interactions like seminars, group meetings, focused training etc. are organised for awareness amongst all levels of employees. At the group level, the Corporate EHS team has created EHS Software viz. "Zysafe" for EHS governance and to monitor all EHS related Activities.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks (Yes/No):

Yes. The company has a legal obligation to provide a safe and healthy work environment to the employees. Part of this responsibility involves establishing procedures for reporting hazards and removing workers from hazardous situations. The company carries out following activities to create process for workers to report work related hazards and remove themselves from the risk:

- i. Identify and assess all potential hazard at workplace to develop hazard reporting procedures.
- ii. Training given to employees to identify hazards and how to remove themselves from hazardous situations.
- iii. Encourage employees to report the hazard and potential hazards wherever possible and ensure workers are not punished or retaliated against reporting hazards.
- iv. Investigation of hazards and implement appropriate measure to avoid re-occurrence of the hazards.
- v. Regularly monitor and review the hazards reporting and removal process to ensure that it is effective and to make any necessary improvements.

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

Yes. 100% of our Permanent workers and employees have access to non-occupational medical and health care services through Health Insurance. We recognize that access to healthcare services is a fundamental human right and we are committed to providing our employees and workers with access to quality healthcare services through below mentioned measures:

- i. Providing permanent employees/workers and their loved ones with comprehensive health insurance which includes coverage for non-occupational medical and healthcare services.
- ii. On-site medical clinics that are staffed by qualified medical professionals to provide medical care and treatment to the employees/ workers.
- iii. Telemedicine services that allows employees and workers to consult with medical professional remotely, providing them with access to medical care and treatment from the comfort of their homes or workplaces.
- iv. Conducting programs for the employees and workers to help them maintain their physical and mental health. These programs includes fitness classes, stress management programs and nutrition counselling.

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company follows all applicable rules and regulations directed by Authorities for Employees' Health and Safety and it is covered at the group level.

We strive to promote safe practices across our operational units and encourage employees to abide by set practices. We are committed for implementing and monitoring relevant requirements set forth by ISO 14001:2015 and ISO 45001:2018 standards at our majority of plants.

The health and safety governing mechanism involves an EHS Committee composed of all department HODs, chaired and reviewed by the Vice President, Manufacturing. The governing mechanism is strengthened by the Board authorized Corporate EHS policy. To permanently establish a culture of safety, we have instituted an Employee Health and Safety Index across all our locations.

A dedicated Safety personnel has been identified at each of our plants, who is responsible for implementing and monitoring the performance of safety management system.

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

	FY 2022-2023			FY 2021-2022		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% 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 as there aren't any safety related incidents.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of the death of:**

(A) Employees (Y/N): Y

(B) Workers (Y/N): Y

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

The Company has a robust control system and conforms to all laid down laws of the land.

It has an efficient tax system to track and control and reconcile that Goods and Services Tax & Tax Deducted at Source ("TDS") have been duly recorded, levied by the suppliers and deposited with the relevant statutory authorities. Further, the system also assists us to check if the TDS have been duly deducted by the Customers and paid to the relevant statutory authorities, wherever applicable.

3. 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees				
Workers			Nil	

4. 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. The Company provides extended service to the employees as a retainer/consultant on a case to case basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	0.0%
Working conditions	<p>We have a comprehensive assessment framework in place.</p> <p>In case of supply risk: We assess our Raw Material (“RM”) suppliers on 94 checkpoints and Packaging Material (“PM”) suppliers on 183 checkpoints. Our supplier sustainability risk assessment criteria is based on the quality management, Hygiene Management, Risk Identification by the supplier, Assessment of Production Facilities, Specification and Process control, Control on contamination & cross contamination, Training & Waste Management.</p> <p>In case of CFAs: The Company through the help of any third-party agency or internally, conduct a periodic review of all its CFA operations. The review focuses on the Regulatory and Quality requirements apart from the various working conditions and activities performed by the CFAs.</p>

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

No assessment of health and safety practices of value chain partner was carried out.

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 actively manages a range of key stakeholder relationships and strives to ensure open, honest and constructive communication to ensure the development of the business following a robust engagement process for internal and external stakeholders. The stakeholder identification and prioritization process has been conducted during the materiality assessment in FY 2022-2023. By considering the parameters and stakeholder attributes defined by global standards such as GRI Sustainability Reporting Guidelines and National Guideline for Responsible Business Conduct (NGBRC) we have mapped our stakeholders. Our priority stakeholders are Customers, Employees, Suppliers & Vendors, Investors and Shareholders, Channel Partners, Communities, Government and Regulators and Industry Associations.

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
Consumers	The Company has not identified their stakeholders as vulnerable or marginalised	Digital Platforms, Consumer feedback division to address queries and grievances, Website.	Continuous	Product quality and safety, information on products, consumer satisfaction and feedback, complaints and queries.
Employees		One-on-one performance reviews, Various learning and development initiatives, Quarterly townhalls addressed by the CEO & WTD, Newsletters, Employee feedback programme.	Continuous	Employees interests in delivering short-term and long-term business objectives, health and wellness and growth opportunities.
Suppliers and Vendors		Meetings, Facility visits, Audit etc.	Continuous	We maintain a regular connect with our various suppliers to ensure that the highest standard of quality, food safety and timely availability is ensured for seamless business operations. We also have a laid down procedure for supplier audit, which is done on a periodic basis.
Investors and Shareholders		Quarterly investor conference calls, Investor presentations, Annual General Meeting and publishing Annual Report, Addressing investor grievances through Stakeholders' Relationship Committee, Attending investor conferences, roadshows and one-on-one investor meetings, Announcement on Stock exchanges and uploading information on the website of the Company.	Monthly/ Quarterly/ Annually	The Company interacts with the Investors and Shareholders to share the financial performance, achievements, challenges, product innovations / launches and future roadmap. We have dedicated email id for Institutional Investors and Shareholders for resolving their queries and grievances.
Channel Partners		Meetings / Visits, Digital communication and monthly reviews.	Continuous	The Channel partners (Distributors, CFAs and Transporters) are important for the Company as they play crucial role in their individual capacities for distribution of our products to different geographies. Meetings and discussions with them are done on a continues basis for seamless and smooth conduct of our business activities.

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
Communities	Yes	Visits to community site and Digital Channels.	Continuous	The Group engages with the community by understanding and serving the needs of the patients, and we bring world-class medical education to the rural interiors of Gujarat through our own medical college and hospital at Dahod. Also, we provide free treatment for patients, including OPD, indoors, all investigations, surgeries, anesthesia, oral medicines, injectable and food.
Government and Regulators	No	Meetings, Conferences and official Communications.	Need Basis	The Company is a responsible law-abiding organization and ensures 100% compliance of all the applicable regulations. With increased focus on issues pertaining to Environment, Social and Governance, we regularly communicate with government representatives and regulatory bodies to have abreast understanding of regulations which can impact the operations and stakeholders of our organization.
Industry Associations	No	Industry Conferences and Representations on policy matters.	Need Basis	The Company interacts with Government / Regulatory Authorities on any public policy framework through apex industry institutions like The Confederation of Indian Industry, Federation of Indian Chambers of Commerce & Industry etc. The Company puts forth its views on new standards or regulatory developments pertaining to the FMCG industry, broadly in the areas concerning access to nutrition, health and well-being, best practices, corporate governance, etc.

Leadership Indicators

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

The Company actively manages a range of stakeholder groups and strives to ensure open, honest and constructive communication of key economic, environmental and social topics via different platforms. For each of the internal and external stakeholders, the Company has set a specific consultation process. Also we carryout consultation with external stakeholders including benchmarking to improve our ESG journey. The feedback from such consultations is shared with the Board of Directors during the quarterly Board meetings.

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 the policies and activities of the entity:

Yes, we have conducted a materiality assessment in FY 2022-2023 with all key stakeholders to identify the company's material issues. Thus, with our materiality assessment exercise we understood our stakeholder priorities and areas of concerns. More details of materiality assessment can be found on the website of the Company in ESG report at:- <https://www.zyduswellness.com/investor/ZydusWellnessESGreportFY%202021-2022.pdf>.

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

The Company recognizes the importance of engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups. We believe that by working closely with these groups, we can better understand their unique needs and perspectives and take meaningful action to support their social and economic inclusions.

We conduct event-based engagement that are either statutory in nature or serves as part of our internal programme. The Company continues to create healthier, happier communities globally. Zydus Shrishti, the Group's CSR programme focuses in the areas of health, education and research. Making a difference to serve the needs of the patients and bring world-class medical education to the rural interiors of Gujarat, Zydus Foundation has set up the Zydus Medical College and Hospital at Dahod.

Also, we have implemented community development programs that are specifically designed to support local dairy farmers. By these programs we encourage dairy farmers to participate in dairy development camps conducted with support of subject matter experts. In these camps, farmers are informed about good animal husbandry practices, animal nutrition, clean milk production techniques and good handling practices. In Financial Year 2022-2023, ₹ 2 Lakhs (Rupees Two Lakhs only) was spent on cattle development camps.

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 2022-2023			FY 2021-2022		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D/ C)
Employees						
Permanent	748	748	100%	700	700	100%
Other than permanent	36	36	100%	27	27	100%
Total employees	784	784	100%	727	727	100%
Workers						
Permanent	227	227	100%	375	375	100%
Other than permanent	2,286	2,286	100%	1,975	1,975	100%
Total workers	2,513	2,513	100%	2,350	2,350	100%

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

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	748	0	0.0%	748	100%	700	0	0.0%	700	100%
Male	705	0	0.0%	705	100%	661	0	0.0%	661	100%
Female	43	0	0.0%	43	100%	39	0	0.0%	39	100%
Other than permanent	36	0	0.0%	36	100%	27	0	0.0%	27	100%
Male	26	0	0.0%	26	100%	20	0	0.0%	20	100%
Female	10	0	0.0%	10	100%	7	0	0.0%	7	100%
Workers										
Permanent	227	0	0.0%	227	100%	375	0	0.0%	375	100%
Male	226	0	0.0%	226	100%	373	0	0.0%	373	100%
Female	1	0	0.0%	1	100%	2	0	0.0%	2	100%
Other than permanent	2,286	492	21.5%	1,794	78.5%	1,975	0	0%	1,975	100%
Male	2,111	454	21.5%	1,657	78.5%	1,817	0	0.0%	1,817	100%
Female	175	38	21.7%	137	78.3%	158	0	0.0%	158	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of the respective category
Board of Directors (BoD)*	7	₹ 17.00 Lakhs	1	₹14.00 Lakhs
Key Managerial Personnel*	3	₹ 125.40 Lakhs	0	-
Employees other than BoD and KMP	705	₹ 10.98 Lakhs	43	₹19.43 Lakhs
Workers	226	₹ 7.15 Lakhs	1	₹ 2.65 Lakhs

* Includes Mr. Tarun Arora, CEO & WTD.

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 is committed to promoting human rights and is adhered to them in spirit and deed. This extends to all areas of business operations and various stakeholder groups. The Company is also committed to providing equal opportunities at all levels, safe and healthy workplaces and protecting human health and the environment. The Company strives to provide a non-discriminatory and harassment free workplace for all its employees and contractual staff. The Factories Act, 1948 provides the overarching framework for the Company's policy on human rights for the employees working at the Company's factory. The Company provides equal opportunities to all its employees to improve their skills and capabilities. The Company also has a policy in place to foster a professional, open and trusting workplace and safeguard the interests of its women employees.

On the internal "Wellness Touch" platform under the reach out section employees can file their grievances w.r.t. Human Rights.

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

	FY 2022-2023			FY 2021-2022		
	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						
Discrimination at workplace						
Child labour						
Forced Labour/Involuntary Labour		Nil			Nil	
Wages						
Other human rights related issues						

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. It encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Committees have been constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required. The Company is committed to ensure that no employee who brings forward a Sexual Harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company ensures that the victim or witnesses are not victimized or discriminated against while dealing with complaints of Sexual Harassment. However, anyone who abuses the procedure are subject to applicable disciplinary action by the Company. Also awareness sessions are organized for all employees at regular intervals.

Also, Company has in place, a Whistle Blower policy which provides necessary safeguards to all Whistle Blowers for making disclosures in Good Faith and any other employee assisting the investigation.

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

Yes. Agreements provide for compliance with accepted standards on issues related to EHS, human rights and labour practices. Additionally, the Company has "Code of Conduct for Vendors". This requires suppliers to comply with labour laws, environmental regulations, and uphold human rights and principles of ethics and integrity in their operations. All Suppliers are expected to meet the requirements of this Code.

9. Assessments of the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	No plants and offices were assessed for human rights issues.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above: Not applicable.**Leadership Indicators**

- Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints:** Not applicable.
- Details of the scope and coverage of any Human rights due diligence conducted:** No Human rights due diligence was conducted.
- 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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company and its affiliates have always valued its partners in progress, the extended family of contractors, suppliers, associates, service providers, consultants, etc. (hereinafter collectively referred to as " Vendors ") who are an integral part of its business. For over 28 years now, the Company has established itself as a reliable business partner with the highest standards of ethics and integrity. The Company believes in an open and transparent business ecosystem with fairness and good practices as its cornerstones. It has a zero tolerance policy in the organization for unethical business practices. Either directly or indirectly, receiving bribes, favors, gifts, kickbacks, or graft in any other way goes against its values and will be considered unethical, illegal and harmful to its reputation. Employees and representatives of the Company are expected to uphold honesty and integrity and decline any opportunity that would place its values and reputation at risk. They are also expected to transact business by maintaining standards consistent with the legal, regulatory, ethical requirements and reputational standards of the Company. Zydus Code of Conduct for Vendors (" Code ") sets forth the basic requirements that we ask our Vendors to respect and adhere to this policy while conducting business with the Company. This Code embodies the Company's commitment towards Environment Protection, Minimum Wages, Child Labour, Anti-Bribery, Anti-Corruption, Health and Safety, etc.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above:

No corrective actions pertaining to Question 4 was necessitated by the Company during the year under review.

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 (In Gigajoules)	FY 2022-2023	FY 2021-2022
Total electricity consumption (A)	44,123	44,997
Total fuel consumption (B)	4,16,384	4,19,359
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	4,60,507	4,64,356
Energy intensity per rupee of turnover (Total energy consumption/turnover in Lakhs)	2.04	2.31

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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 2022-2023	FY 2021-2022
Water withdrawal by source (in kilolitres/ in m3)		
(i) Surface water	70,004	60,147
(ii) Ground water	3,24,986	3,81,511
(iii) Third party water (Municipal water supplies)	0	0
(iv) Sea water / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,94,990	4,41,658
Total volume of water consumption (in kilolitres)	3,94,990	4,41,658
Water intensity per rupee of turnover (Water consumed / turnover in Lakhs)	1.75	2.20

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

Yes. The Company has taken initiatives for implementation of Zero Liquid Discharge (“ZLD”) throughout the operations. The plant located at Ahmedabad falls under this category and the Company has also started working so that other plants are also covered under this category. The Company has tertiary effluent treatment plants (“ETP”) which can process 60KLD, 50KLD, and 1200KLD of waste water for Sikkim, Ahmedabad, and Aligarh plants respectively. In addition to primary and secondary treatment, tertiary ETP provides an additional level of purification of waste water generated within the Company’s boundaries. The Company utilises a majority of tertiary treated water for horticulture within its facility boundaries, which lowers the company’s overall water consumption.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
NOx	(mg/nm ³)	45.86	44.30
SOx	(mg/nm ³)	50.09	64.83
Particulate matter (PM)	(mg/nm ³)	101.85	71.06
Persistent organic pollutants (POP)	N.A.	N.A.	N.A.
Hazardous air pollutants (HAP)	N.A.	N.A.	N.A.
Others – Ozone Depleting Substances (HCFC - 22 or R-22)	Tonnes	0.21	0.02

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: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report. Also, Independent evaluation has been carried out by NABL accredited laboratories.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions	tCO ₂	3,490	11,427
Total Scope 2 emissions	tCO ₂	9,928	10,124
Total Scope 1 and Scope 2 emissions per Lakhs of turnover	tCO₂ / Rupee of Turnover	0.06	0.11

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

Yes, the Company has taken up various energy saving initiatives to reduce greenhouse gas emissions such as:

- Evaporation ratio increased by 0.1% through installation of Oxygen analyzer.
- Refurbishment of Electrostatic Precipitator (ESP) in Boiler.
- New VFD (variable frequency drive) installed in Glucon-D CEKA LINE.
- Use of diesel generator set discontinued during turbine annual shutdown.
- Replaced electrical heater with LPG gas burner at Aligarh plant.
- Reduction in operating hours of Air Handling Unit (AHU) by programmable timer use.
- Replaced coal with bio-mass husk as fuel for boiler.
- De-centralization of Glucon-D production.
- Saving of electricity by 11.3% due to digitalization of all fat spread lines.
- Glucon-D manufacturing system upgraded from manual to screw conveying.
- Tablet compression efficiency improved by installing 3 (three) tip punch.
- Installed “life and place” device for online powder feeding in filling machine & rationalizing sieving process, manpower & polybags.
- Use of Briquette (green fuel) fired boiler instead of HSD Oil (Fossil fuel).

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

Parameter	FY 2022-2023	FY 2021-2022
Total waste generated (in metric tonnes)		
Plastic waste (A)	660.37	693.68
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (used oil, ETP sludge, spent oil and process residue) (G)	98.79	86.81
Other Non-hazardous waste generated (paper, plastic and tin) Please specify, if any. (H) (Break-up by composition i.e., by materials relevant to the sector)	174.30	434.90
Total (A+B+C+D+E+F+G+H)	933.46	1,215.39
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste (In MT)		
(i) Recycled	836.73	1,131.82
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	836.73	1,131.82
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	96.72	83.57
Total	96.72	83.57

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

There are adequate mechanisms in place to manage waste generated in different forms during our operation and manufacturing processes. Three out of four of our plants have a well-designed ETP. Waste water from the production process is treated via a Common ETP and discharged in accordance with the standards set by the Pollution Control Board. The treated water reports are reviewed by a third-party to ensure safe discharge limits before release. After treatment, about 70.0% to 80.0% of recycled water is used for green belt development, cleaning, housekeeping, gardening, and flushing in toilets. As a result of our efforts, our fresh water consumption has reduced by 30.0% at Aligarh plant, 20.0% at Sikkim and Ahmedabad plants as compared to last year.

Other waste including e-waste, plastic waste etc. are managed according to the expectation of State Pollution Control Board.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not operate 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:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
EIA is not mandatory for the projects which are carried out by the Company.					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is compliant with the applicable environmental law/ regulations/ guidelines applicable in India.				

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 (In Gigajoules)	FY 2022-2023	FY 2021-2022
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	3,75,075	2,92,667
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3,75,075	2,92,667
From non-renewable sources		
Total electricity consumption (D)	44,123	44,997
Total fuel consumption (E)	41,308	1,26,692
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	85,431	1,71,689

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023	FY 2021-2022
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Ground water		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Sea water		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment – Tertiary treatment	38,928	48,499
Total water discharged (in kilolitres)	38,928	48,499

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: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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:** Aligarh, Ahmedabad and Sikkim.

(ii) **Nature of operations:** Manufacturing and R&D.

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	70,004	60,147
(ii) Ground water	3,24,986	3,60,701
(iii) Third party water	-	-
(iv) Sea water / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3,94,990	4,20,848
Total volume of water consumption (in kilolitres)	3,94,990	4,20,848
Water intensity per rupees of turnover <i>(Water consumed / turnover in Lakhs)</i>	1.75	2.09
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Ground water		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Sea water		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment - Tertiary treatment	38,928	45,608
Total water discharged (in kilolitres)	38,928	45,608

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: Yes. Limited Assurance has been carried out by Intertek India Private Limited and the certificate for the same is attached to this report.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 3 emissions	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-

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.

Note: The Company did not track Scope-3 emissions for FY 2022-2023 and FY 2021-2022.

5. **With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:** The Company does not operate in ecologically sensitive areas.
6. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as the outcome of such initiatives, as per the following format:**

S. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1.	Installed electrical refrigeration with steam operated VAM Machine		18 % reduction in electrical units per tonnes of production compared to previous year.
2.	Oxygen analyzer installed to improve boiler efficiency		
3.	Digitalization of all fat spread lines		<ul style="list-style-type: none"> Saving of electricity by 11.3%. Real time data monitoring for manufacturing and packing. 0.4% improvement in product yield. Improvement in productivity (volume increased by 16.9%).
4.	Glucon-D manufacturing system upgraded from manual to screw conveying	Not available	Saving in electricity and improved production efficiency.
5.	Tablet compression efficiency improvement by installing 3 tip punch		Improvement in energy index (KWH/ Tonne) by 4.8% in 2023.
6.	Installed "lift and place" device for online powder feeding in filling machine & rationalizing sieving process, manpower & polybags.		
7.	Use of stainless-steel Bin for powder storage and maintain stock.		

7. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link:** No
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:** No significant adverse impact has arisen from any of the value chain of the entity.
9. **Percentage of value chain partners (by the value of business done with such partners) that were assessed for environmental impacts:** No value chain partners were assessed for environmental impacts.

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations:** We are associated with 9 (Nine) 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.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Madras Diabetes Research Foundation	National
2.	National Forensic Sciences University	National
3.	Protein Foods and Nutritional Association of India	National
4.	The Confederation of Indian Industry	National
5.	Federation of Indian Chambers of Commerce & Industry	National
6.	All India Food Processors Association	National
7.	Protein Foods and Nutrition Development Association of India	National
8.	Metflux Research (Incubated at IIT Mumbai)	State
9.	F1rst – Business associate of GIRACT, Switzerland	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:

Name of authority	Brief of the case	Corrective action taken
We have no cases pending before the Competition Commission of India nor have we received any notice regarding anti-competitive conduct from the Competition Commission of India.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company engages with various stakeholders as mentioned in point 1(b) above including industry chambers, associations, governments and regulators and provides its inputs for framing and implementation of policies. The Company's engagement with the relevant stakeholders is guided by the values of commitment, integrity, transparency and taking into consideration interests of all stakeholders.					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable, none of the projects are applicable for SIA Assessment in FY 2022-2023.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable						

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

The Company visits nearby farmers of Aligarh in Uttar Pradesh and seeks to ask their grievances and provides solution to improve the health and hygiene of their cattles. The Company also uses digital tools to redress any concerns and grievances posted by members of community on social media.

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

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	12.3%	11.2%
Sourced directly from within the district and neighboring districts	59.9%	67.8%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
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 (In ₹)
As the average net profits of the Company calculated as per section 198 of the Companies Act, 2013 was negative, the Company was not required to carry out any CSR Projects during the FY 2022-2023.			

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:

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

Name of the authority	Brief of the case	Corrective action taken
Not applicable.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not applicable.			

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.**Essential Indicators**

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

The Company has a dedicated customer relationship cell to address customer/consumer related grievances. They can connect with us on 079-48040000 for feedback & queries or send us a mail at customercare@zyduswellness.com.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%: There are social parameters relevant to the responsible, safe and prescribed usage of the products.
Safe and responsible usage	100%: All products of the Company have the usage/ directions mentioned on leaflets/ packaging.
Recycling and/or safe disposal	All our products which are expired or damaged and cannot be consumed are taken back from trade and are audited and disposed off as per the guidelines enumerated in the internal policy and adhering to local laws and rules.

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

	FY 2022-2023		Remarks	FY 2021-2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	Nil	-	-	Nil
Advertising	-	-	Nil	-	-	Nil
Cyber-security	-	-	Nil	-	-	Nil
Delivery of essential services	-	-	Nil	-	-	Nil
Restrictive trade practices	-	-	Nil	-	-	Nil
Unfair trade practices	-	-	Nil	-	-	Nil
Other (Customer Complaints)	1,196	-	Nil	772	-	Nil

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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 an internally available policy on cyber security, with the objective to:

- protect and maintain the confidentiality, integrity, and availability of information,
- Managing the risk of security exposure and compromise,
- Assure a secure and stable IT environment
- Identify and respond to events involving information asset misuse, loss or unauthorized disclosures,
- Monitor systems for anomalies that might indicate compromise, and
- Promote and increase the awareness of 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):**

- Complian- <https://www.zyduswellness.com/complan.php>
- Sugarfree- <https://www.zyduswellness.com/sugarfree.php>
- Glucon-D- <https://www.zyduswellness.com/glucon-d.php>
- Everyuth- <https://www.zyduswellness.com/everyuth-naturals.php>
- Nycil- <https://www.zyduswellness.com/nycil.php>
- Nutralite- <https://www.zyduswellness.com/nutralite.php>

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

On each pack of our products, there are clear indications and instructions depicting the ingredients of the product, guidance as to how to use the product, caution for consumption of usage and storage with specific disclaimers to ensure proper usage. We also enable consumers to make better choices by imparting information to consumers through several media channels and social campaigns and provide free trials of new products through different platforms.

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

Not Applicable, as the Company does not provide any essential services.

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:

The Company has internal guidelines to check for varieties of branding aspects such as logos, claims etc. in addition to the information required as per the legal requirements.

5. 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):

Yes. We carry out regular consumer surveys to understand consumer opinions and perceptions about our products and brands.

6. 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

Independent Limited Assurance Statement to Zydus Wellness Limited on their Business Responsibility & Sustainability Report for the FY 2022-2023

To
Zydus Wellness Limited
 Ahmedabad, India

Introduction

Intertek India Private Limited (“**Intertek**”) was engaged by Zydus Wellness Limited (“**ZWL**”) to provide an independent limited assurance on its Business Responsibility & Sustainability Report (“**BRSR**”) for the FY 2022-23 (“the **Report**”). The scope of the Report comprises the reporting period of FY 2022-23. The Report is prepared by ZWL on a standalone basis including manufacturing facilities of Zydus Wellness Products Limited (“**ZWPL**”), wholly owned subsidiary, based on the BRSR guidelines prescribed by The Securities and Exchange Board of India. The assurance was performed in accordance with the requirements of International Federation of Accountants (“**IFAC**”), International Standard on Assurance Engagement (“**ISAE**”) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report for the FY 2022-23 of ZWL.

Responsibilities

ZWL is solely responsible for developing the Report and its presentation. ZWL is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek’s responsibility, as agreed with ZWL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek’s independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability performance disclosures presented by ZWL in its Report. The assurance boundary included data and information for the operations of ZWL (in Ahmedabad) and ZWPL [in Aligarh and Sikkim (two units)] and in accordance with SEBI’s BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

Principle 6 (Businesses should respect and make efforts to protect and restore the environment)

- Total Energy Consumption.
 - GHG emissions (Scope 1 and 2).
 - Air Emissions (SOx and NOx).
 - Total hazardous and non-hazardous waste generated.
 - Total waste disposed.
 - Water withdrawal, consumption and discharged.
-

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of ‘Limited Assurance’ procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’.
- International Standard on Assurance Engagements (ISAE) 3410 for ‘Assurance Engagements on Greenhouse Gas Statement’.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the FY 2022-23. Our assurance task was planned and carried out during June, 2023. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by ZWL and ZWPL for data analysis.
- Review of BRSR disclosures on sample basis for the duration from April 1, 2022 to March 31, 2023 for ZWL and ZWPL was carried out remotely.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

Intertek reviewed selected BRSR disclosures provided by ZWL in its Report. Based on the data and information provided by ZWL and ZWPL, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of BRSR disclosures and is in accordance with the SEBI's BRSR guidelines to the best of our knowledge.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Certified Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

Sumit Chowdhury

Technical Manager-Sustainability
Intertek Assuris
29th June 2023

Elizabeth Mielbrecht

Project Director
Intertek Assuris

No member of the verification team (stated above) has a business relationship with ZWL and ZWPL stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.