

Ref. No.: WOCK/SEC/SE/2024-25/018

06th June, 2024

BSE Limited Corporate Relations Department P J Towers, Dalal Street Mumbai 400 001 <u>Scrip Code: 532300</u>	National Stock Exchange of India Limited Exchange Plaza Bandra Kurla Complex, Bandra (E), Mumbai 400 051 <u>NSE Symbol: WOCKPHARMA</u>
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Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report for the financial year ended 31st March, 2024.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2024, which also forms a part of the Annual Report of the Company for the financial year 2023-24.

Kindly acknowledge receipt of the same.

Thanking you,

For **Wockhardt Limited**

Rashmi Mamtura
Company Secretary

Encl: a/a



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)**SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity	L24230MH1999PLC120720
2.	Name of the Listed Entity	Wockhardt Limited
3.	Year of incorporation	8 th July, 1999
4.	Registered office address	D-4, M.I.D.C. Chikalthana, Aurangabad 431 006
5.	Corporate address	Wockhardt Towers, Bandra Kurla Complex, Bandra (East), Mumbai 400 051
6.	Email address	investorrelations@wockhardt.com
7.	Telephone	+91 22 2653 4444
8.	Website	www.wockhardt.com
9.	Financial year for which reporting is being done	1 st April, 2023 to 31 st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 76,70,04,680/-
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: Ms. Rashmi Mamtura Designation: Company Secretary & Compliance Officer Telephone: +91 22 2653 4444 Email: investorrelations@wockhardt.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).	Standalone basis (For India Operations only)
14.	Name of assurance provider	No assurance was obtained
15.	Type of assurance obtained	Not applicable

II. Products/services**16. Details of business activities (accounting for 90% of the turnover):**

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	75%
2.	Trade	Wholesale Trading	25%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical products	210	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	2	11
International	4	17	21

19. Market served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28
International (No. of Countries)	29

b. What is the contribution of exports as a percentage of the total turnover of the entity? 46.09%

c. A brief on types of customers: Stockiest and Institutions are our direct customers and patients are the end consumers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

EMPLOYEES						
Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	2,292	2,134	93.11	158	6.89
2.	Other than Permanent (E)	354	353	99.72	1	0.28
3.	Total employees (D + E)	2,646	2,487	93.99	159	6.01
WORKERS						
1.	Permanent (F)	94	93	98.94	1	1.06
2.	Other than Permanent (G)	127	127	100	0	0
3.	Total workers (F + G)	221	220	99.55	1	0.45

b. Differently abled Employees and workers: Nil

Differently Abled Employees						
Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)					
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
Differently Abled Workers						
1.	Permanent (F)					
2.	Other than Permanent (G)					
3.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	3	27.27%
Key Management Personnel	3	1	33.33%

Note: 1. On March 31, 2024, Dr. Sanjaya Baru (DIN: 05344208), Mr. D. S. Brar (DIN: 00068502) and Mr. Aman Mehta (DIN: 00009364) completed their second term of 5 (Five) consecutive years as Independent Directors of the Company and thereby ceased to be Independent Directors of the Company.

2. During the year under review, Mr. Debashis Dey, Company Secretary and Compliance Officer of the Company, resigned from his position on August 18, 2023. Consequently, based on the recommendations of the Nomination and Remuneration Committee, the Board of Directors of the Company at its meeting held on August 14, 2023 appointed Ms Rashmi Mamtura as the Company Secretary and Compliance Officer, and Key Managerial Personnel of the Company with effect from August 19, 2023.

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.64	2.24	27.88	35	3	38	24	2	26
Permanent Workers	6.22	1.04	7.25	5.88	0.00	5.88	4.61	4.61	9.22

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Name of the holding / subsidiary / associate companies / joint ventures and % of shares held by the listed entity:**

The Company does not have any holding, associate or joint venture company. The details of subsidiary companies are given in Annexure to the Board's Report in Form AOC-1.

(b) Does the entity indicated at point (a), participate in the Business Responsibility initiatives of the listed entity? (Yes/No):

Yes, The following entities undertakes various sustainability initiatives, which furthers the scope and reach of the initiatives taken by Wockhardt Limited in this regard:

1. Wockhardt Infrastructure Development Limited
2. Wockhardt UK Holdings Limited
3. CP Pharmaceuticals Limited
4. Wallis Group Limited
5. The Wallis Laboratory Limited
6. Wockhardt Bio AG
7. Wockhardt UK Limited
8. Wockpharma Ireland Limited
9. Pinewood Laboratories Limited
10. Wockhardt Holding Corp
11. Pinewood Healthcare Limited

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes.**

(ii) **Turnover (in ₹):** ₹ 11,538,669,427

(iii) **Net worth (in ₹):** ₹ 13,202,999,895

VII. Transparency and Disclosures Compliances:
25. 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)	Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.wockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf	Nil	Nil	No Complaints received	Nil	Nil	No Complaints received
Investors (other than shareholders)							
Shareholders							
Employees and workers							
Customers							
Value Chain Partners							
Other (specify)							

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Ethical Governance	Opportunity	Conduct of business in most ethical manner with high standards of corporate governance facilitates long term value creation for all the stakeholders of the Company. Corporate governance facilitates long term value creation for all the stakeholders of the Company.	At Wockhardt, we have a well defined Code of Business Conduct highlighting the Company's commitment to conduct business with integrity and professionalism. – CSR Committee reviews ESG-related risks and recommends appropriate remedial/ mitigation measures.	Positive: Wockhardt has clearly spelt out policies on code of conduct, whistleblowing, anti-bribery and corruption etc. Clearly defined organisation structure with roles and responsibilities and strong governance mechanisms. This ensures smooth conduct of business with integrity. Penal actions are taken for violation of these policies. The above actions facilitates value creation for all its stakeholders.
2.	Data Privacy and information Security	Risk	Risk of leaking personal information thereby compromising privacy. Risk of critical corporate information being compromised.	Data Privacy impact analysis, data privacy policy and notices. Continuing efforts to secure data privacy. The Company's Information Security policies and procedures, continually strives to identify potential threats and working out mitigations to reduce such exposure.	Negative: Leakage of person information and privacy infringement could affect reputation. Non-compliance with regulations. Potential penalty by regulators. Compromise of corporate information could affect Organisation. Cyber Attack on information systems could affect operations and consequently the financial performance of the Company.
3.	Digital Transformation	Opportunity	Transitioning to digital tools enables enhanced efficiency and effectiveness of operational processes, resulting in increased productivity across operations.	At Wockhardt, we have invested in automation and digitization to enhance the efficiency and effectiveness of our processes. We have initiated AI Project which includes automation of P2P, O2C & R2R. We are also looking for enhancement of use of Technology to increase efficiency and accuracy in business and entire operations.	Positive: Wockhardt continually strive to embrace emerging technologies which could change the way of working. Machine learning, Robotic process automation, AI etc. could increase efficiencies manifold. The new technologies can be used in R&D and production planning and to optimise manpower utilisation

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4.	Pricing regulations	Risk	Government regulations puts pricing caps on specified medical products from time to time. The price regulations are aimed to help affordability of medicines to common public. Such unforeseen actions by the Government may also impact financials.	"Life Wins" is our motto. At the heart of our business is the clear objective to supply affordable medicines to public at an affordable price and give them every chance to recover.	Negative: Pricing caps in some situations could shrink the profitability. Any non-compliance could result in plant shutdown, penalties, fines, etc. Adherence to the applicable regulatory requirements is a key priority, and at Wockhardt, we ensure that the regulatory compliances for health and safety, quality, human rights are followed at all times.
5.	Supply Chain disruptions	Risk	Volatile global geo political development may give rise to situations where there could be disruptions to the supply chain. We always endeavour for a stable supply chain to deliver medicines	The Company has a robust Vendor identification and empanelment process that meets quality standards and regulatory expectations. The Company also strives to grow the vendor base to overcome disruptions. In addition, the Company has implemented Cost effective logistics arrangements which also ensures timely delivery of materials and products to Plants and Customers respectively.	Negative: Supply chain disruptions may result in delayed supply to customers and potentially affecting patient care. Supply Side constraints could affect manufacturing operations.
6.	Product Quality & Safety	Risk	Due to the pharmaceutical industry's significant vulnerability to product quality and safety issues, addressing risks related to product responsibility is critical. Failure in safety & quality measure can result in financial & reputational loss.	At Wockhardt we have implemented proper systems to ensure the quality and safety of our products as per the regulatory norms. We have a dedicated Pharmacovigilance function to monitor and track any compliants received for our products. The team also ensure that the complaints received are timely addressed. Also we have mandated the Pharmacovigilance training to all our employees for all the locations.	Positive: By adhering to the highest product quality and safety, the company can create a positive brand image and reputation leading to increase in customer base. To achieve that we have rigorous quality programmes that identifies gaps on continuous basis and takes necessary correction actions which is a continuous improvement programmes Negative: In the case of poor product quality, the Company can face reputational as well as operational damage. This may also lead to a decrease in customer satisfaction and trust. Further the likelihood of observation during regulatory inspection may be possible.

Section B: Management And Process Disclosures

Management and Process disclosure questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)						Yes			
b. Has the policy been approved by the Board? (Yes/No)						Yes			
c. Web Link of the Policies, if available	https://www.wockhardt.com/investors/corporate-governance/policies-codes/								
2. Whether the entity has translated the policy into procedures. (Yes/No)						Yes			
3. Do the enlisted policies extend to your value chain partners? (Yes/No)						Yes			
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> 1. GMP EAEU_Russia 2. MHRA GMP Certificate Bhimpore Daman 3. Schedule M GMP certificate Dec. 2023 DD61-62 B're 4. WHO Certificate with CoPP 5. WHO GMP Certificate 6. Wockhardt_ISO_(CTC)_INMUM_818844848_Generic Certificate 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Each employee should receive at least 4 man-hours of occupational health and safety training every year				The same is under implementation.	<ol style="list-style-type: none"> 1. Reduction in non-renewable energy consumption dependency by 5% each year (22,028 KWH). 2. Reduction in energy intensity per rupee of turnover by 5% (0.17). 3. Scope 1: Reduction by 1,320 MT of CO2 equivalent. 4. Scope 2: Reduction by 6,414 MT of CO2 equivalent. 5. Reduction in NOx by 1.087 MT/A. 6. Reduction in SOx by 0.474 MT/A. 7. Reduction in PM by 1.75 MT/A. 8. Achieved 10% reduction in water intensity (4.75 against average of last two years). 9. 100% recycling of e-waste and battery waste through government-approved recyclers. 10. Reduction in non-hazardous waste generation by 15% (28 MT per annum). 11. 100% recycling of e-waste through government-approved vendors. 12. Increase in green coverage by at least 5% each year to achieve the standard (33% of open space). 			The same is under implementation.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Wockhardt is deeply committed to ESG initiatives.</p> <p>Our Environmental efforts focus on energy-efficient operations, reduction of our carbon footprint, conservation of water and waste reduction.</p> <p>Socially, we invest in well-being of our employees through diversity, equity, inclusion & better working Condition. We also advance the causes of the society through the product safety, sustainable sourcing of raw materials and by supporting health and education of local communities through our special projects.</p> <p>Our Governance practices are rigidized through a diversified and independent Board, transparency through established clear and accessible communication channels along with regular reporting and public disclosures, Stakeholder engagement, ethical conduct and accountability. Through rigorous compliance and responsible marketing, we ensure patient safety and trust. Additionally, our R&D projects target critical health challenges such as Diabetes and AMR, advancing access to affordable medications. By embracing ESG principles, we aim to positively impact society, enhance stakeholder value, and contribute to a healthier, more sustainable world. Our dedication to ESG drives our purpose and defines us as a responsible pharmaceutical industry leader.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Dr. Huzaifa Khorakiwala Designation: Executive Director								
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.	Corporate Social Responsibility Committee of the Board oversees the matters related to Environmental, Social, and Governance.								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Corporate Social Responsibility Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Audit Committee and Corporate Social Responsibility Committee of the Board									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: Principle Wise Performance Disclosure

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	The Company conducts familiarisation programmes for its Directors & KMPs at regular intervals which covers topics such as ESG parameters and targets, corporate governance practices, employee well-being, innovation & R&D, leadership and various other regulatory updates.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	36	1. POSH training has 887 participants, with 750 males and 137 females. 2. ESG Training has 625 participants, consisting of 517 males and 110 females. 3. Pharmacovigilance has 718 participants, with 516 males and 202 females.	45%
Workers			

Note: The Company has one of the best Learning and Development Department in the industry, which has won many prestigious awards like the Golden Peacock Award, Best Training Team of the Year, and Best Chief Learning Officer Award.

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	N.A.	N.A.	NIL	N.A.	N.A.
Settlement	N.A.	N.A.	NIL	N.A.	N.A.
Compounding Fee	N.A.	N.A.	NIL	N.A.	N.A.

Non-Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies judicial institutions	Brief of the Case	Has an appeal been preferred (Yes/No)
Imprisonment	N.A.	N.A.	N.A.	N.A.
Punishment	N.A.	N.A.	N.A.	N.A.

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

Case Details	Name of the regulatory / enforcement agencies judicial institutions
N.A.	N.A.

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

Yes, Wockhardt Limited is committed to the prevention, deterrence and detection of fraud, bribery and other corrupt business practices. Wockhardt Limited is committed to conduct its business activities with honesty, integrity with highest possible ethical standards.

The Company has implemented a stringent Anti-bribery and Anti-corruption Policy which applies to all employees/ associates worldwide who may be working for any affiliates and subsidiaries of Wockhardt Limited at all levels including Directors, Senior Management, Officers and other employees (whether permanent, fixed-term or temporary), Consultants, Contractors, Trainees, Seconded Staff, Casual Workers, Volunteers, Interns, Agents, or any other Business Associate of Wockhardt Limited.

A copy of the Anti-bribery and Anti-corruption Policy is available on the website of the Company and can be accessed at www.wockhardt.com/wp-content/uploads/2024/05/anti-bribery-and-anti-corruption-policy.pdf.

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:
No such cases, Hence Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format

	FY 2023-24	FY 2022-23
i) Accounts payable x 365 days	117,165	136,145
ii) Cost of goods/services procured	850	732
iii) Number of days of accounts payables	138	186

9. Open-ness of business, Provide details of concentration of purchases and sales with trading houses, dealers, and related parties alongwith loans and advances & investments, with related parties, in the following format

(₹ in Crore)

Parameter	Metric	FY 2023-24	FY 2022-23
Concentration of Purchases	a. i) Purchases from trading houses	168.42	170.48
	ii) Total purchases	477.33	409.72
	iii) Purchases from trading houses as % of total purchases	35.28%	41.61%
	b. Number of trading houses where purchases are made	33	40
	c. i) Purchases from top 10 trading houses	141.77	156.09
	ii) Total purchases from trading houses	168.42	170.48
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	84.18%	91.56%
Concentration of Sales	a. i) Sales to dealer / distributors	544	549
	ii) Total Sales	1,154	1,072
	iii) Sales to dealer / distributors as % of total sales	47.14%	51.21%
	b. Number of dealers / distributors to whom sales are made	3,048	3,227
	c. i) Sales to top 10 dealers / distributors	213	186
	ii) Total Sales to dealer / distributors	544	549
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	39.15%	33.88%
Share of RPTs in	a. i) Purchases (Purchases with related parties)	54	0
	ii) Total Purchases	477.33	409.72
	iii) Purchases (Purchases with related parties as % of Total Purchases)	11.31%	0%
	b. i) Sales (Sales to related parties)	205	197
	ii) Total Sales	1,154	1,072
	iii) Sales (Sales to related parties as % of Total Sales)	17.76%	18.38%
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	4	4
	iii) Loans & advances given to related parties as % of Total loans & advances	0%	0%
	d. i) Investments in related parties	297	297
	ii) Total Investments made	297.45	297.45
	iii) Investments in related parties as % of Total Investments made	99.85%	99.85%

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Principle 6	35%

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, Pursuant to the requirement of the Companies Act, 2013 and SEBI Listing Regulations, all the Board members provide disclosure of conflict of interest in Form MBP-1 at the first Board Meeting held during any financial year and subsequent meeting in case of change in Interest. Conflicted Board members, if any, do not participate in discussion or vote on matter concerning conflict.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	100%	N.A.
Capex	Nil	5.12%	N.A.

2. a) Does the entity have procedures in place for sustainable sourcing? (Yes/No): No, We are continually evaluating how we can improve our sourcing practices and are committed to sustainability. We are evaluating our sustainability specific metrics available at this time, sustainability remains a key priority for our organization as we strive to enhance our procurement processes. All the vendors are approved by the Quality assurance of the regulating body of the country.

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

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.

Recycling of material waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the company's products. However the Company recycles various packaging and other products which are outside the purview of the aforesaid regulatory restrictions. E-Waste Reporting:

- a) IT E-Waste management is conducted once every 2 to 3 years, depending on the accumulation of E-Waste at corporate offices and plants.
- b) In the financial year 2023-2024, there was no IT E-Waste for disposal.

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

The Company has a mechanism for recalling unsold products at the end of their shelf life at the distributor level and disposing of them as per applicable regulations.

Leadership Indicators

1. **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 2023-24	FY 2022-23
No recycled material used in process as per GMP guidelines.	Nil	Nil

2. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format**

Recycling of waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the company's products.

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

Recycling of waste is not allowed in the pharmaceutical industry as per existing provisions of the Drugs and Cosmetic Act, and further considering the potential impact on consumer health, recycled material is not used for the manufacturing and packaging of the company's products.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	—

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 well-being of Employees and workers**

Details of measures for the well-being of employees

Category	% of employees covered by										
	Health Insurance			Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	2,134	2,134	100	2,134	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	158	158	100	158	100	158	100	N.A.	N.A.	N.A.	N.A.
Total	2,292	2,292	100	2,292	100	158	6.89	N.A.	N.A.	N.A.	N.A.
Other than Permanent Employees											
Male	353	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	354	0	0	0	0	0	0	0	0	0	0

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	93	93	100	93	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	1	1	100	1	100	1	100	N.A.	N.A.	N.A.	N.A.
Total	94	94	100	94	100	1	1.06	N.A.	N.A.	N.A.	N.A.
Other than Permanent workers											
Male	127	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	127	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

2. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.28%	0.23%

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

Benefits	FY 2023-24			FY 2022-23		
	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	100%	100%	Yes	100%	100%	Yes
Others please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

4. 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, accessible to differently abled employees and workers.

5. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Yes, The Company has a Diversity, Inclusion and Equal Opportunity Policy, a copy of which is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/diversity-inclusion-and-equal-opportunity-policy.pdf>

6. 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	No Paternity Leave Policy			
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No <i>(If Yes, then give details of the mechanism in brief)</i>
Permanent Workers	The Company has created several mechanisms through policies, processes and guidelines across all our business operations including for receiving grievances from employees, workers and other stakeholders.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	No reprisal or retaliatory action is taken against any employee or stakeholder for raising concerns. The Company investigates, addresses and responds to the concerns and takes appropriate corrective action in response to any violation.

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

Category	FY 2023-24			FY 2022-23		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees						
– Male	2,134	0	0	2,450	92	3.76
– Female	158	0	0	187	0	0
Total Permanent Workers						
– Male	93	91	97.85	99	99	100
– Female	1	1	100	4	4	100

9. Details of training given to employees and workers

Category	FY 2023-24					FY 2022-23				
	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/A)	No. (F)	% (F/A)
Employees										
Male	2,487	2,487	100	1,256	50.50	2,559	2,559	100	1,380	53.93
Female	158	158	100	66	41.77	187	187	100	74	39.57
Workers										
Male	207	207	100	92	44.44	161	161	100	161	100
Female	13	13	100	5	38.46	4	4	100	4	100

10. Details of performance and career development reviews of employees and worker

Category	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	2,487	N.A	NA	NA	NA	NA
Female	159	N.A	NA	NA	NA	NA
Workers						
Male	220	NA	NA	NA	NA	NA
Female	1	NA	NA	NA	NA	NA

11. Health and safety management system

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?** Yes, covered through ISO 45001, ISO 13485 and ISO 14001.
- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** Yes, Monthly reports are prepared for incident management, Near misses, and accidents.
- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N):** Yes
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No):** Yes

12. Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
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

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

Each manufacturing facility has a defined SOP to ensure safe and healthy workplace. Health and safety-related trainings/ programs are conducted periodically to ensure awareness.

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

	FY 2023-24			FY 2022-23		
	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

15. 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%

16. 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

As per the Company's procedure for handling incidents and accidents involving safety-related incidents, corrective and preventive actions are taken and reviewed on a quarterly basis.

Leadership Indicators

- 1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N):** No.
- 2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners**

At all our Plants, timely payment of statutory dues to contract labours is reviewed by taking a challan from the contractors.

3. **Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:** No such instance of rehabilitation, hence not applicable.

	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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees				
Workers				

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?** No.

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 practices	100% - All vendors working inside factory are assessed under internal safety audit
Working Conditions	100% - Complies as per Factories act

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.**

Contract labour working assessment is done on yearly basis at all locations. Instructions available in SOPs, batch processing record for usage of PPEs, MSDS available, periodic training to each employee on Good Manufacturing, good laboratory, Good Engineering practices etc. Assessment for the same is in place during vendor approval through questionnaires and regular audits.

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 stakeholders are determined based on the significance of their impact on the business and the impact of the business on them.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	<ul style="list-style-type: none"> Quarterly results Stock exchange disclosures Annual Report Annual General Meeting Interviews Press/Media releases Investor/analysts calls and meet Dedicated Investor relations Team Share Transfer Agents Email Website 	Regular least one engagement on a quarterly basis	<ul style="list-style-type: none"> Resolving queries Business performance highlights Business updates Economic value / Sustainable wealth creation Minority shareholder interest Transparency & disclosure To discuss publicly available Company information

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
Vendors	No	<ul style="list-style-type: none"> • Direct interactions • Supplier meets • Email • Website 	Need based	<ul style="list-style-type: none"> • New business opportunities • Business transparency • Training and development of marketing partners • Business ethics and transparency • Resolving queries
Customers	No	<ul style="list-style-type: none"> • Visits and meetings • Dedicated programmes for doctors, healthcare professionals, etc. • Email • SMS • Calls • Communication • Media • Campaigns, advertising, etc • Website submission • Dedicated Customer Care number 	Need based	<ul style="list-style-type: none"> • Regular updates on Launch of new products • New product features are shared with customers • Product quality • Innovation • Affordable medicines • Safety initiatives • Access to healthcare • Emergency medicines • Cure for difficult diseases • Customer feedbacks
Bankers	No	<ul style="list-style-type: none"> • Meetings and calls • Conferences • Email • Website 	Need based	<ul style="list-style-type: none"> • Economic value • Compliance and covenants
Employees & Workers	No	<ul style="list-style-type: none"> • Training Sessions • Seminars • Surveys • Workshops • Capacity building • Appraisals newsletters & rewards • Health & safety committee meetings • Direct interactions • Events • Email • Website 	Regular	<ul style="list-style-type: none"> • Professional growth • Work-life balance • Diversity and equal opportunity for all • Knowledge sharing, Learning and development • Organization culture / workplace • Minimum wages • Working conditions • Health & safety
Service Providers	No	<ul style="list-style-type: none"> • Direct interactions • Supplier meets • Email • Website 	Need based	<ul style="list-style-type: none"> • New business opportunities • Business transparency • Training and development of partners and suppliers • Business ethics and transparency • Resolving queries
Government Authorities	No	<ul style="list-style-type: none"> • Need basis Participation in industry level consultation groups • Policy advocacy • Participation in forums • Email • Website • Stock exchange disclosures 	Need based	<ul style="list-style-type: none"> • Seeking clarifications and relaxation • Communicating challenges and providing recommendations • Compliance and good governance • Sustainable practices • Inclusive growth • Resolving queries
Communities	No	<ul style="list-style-type: none"> • Direct engagement • Visits and camps • Community needs assessments • Social projects and engagement • Email • Website 	Regular	<ul style="list-style-type: none"> • Infrastructure development • Education & healthcare • Environmental protection • Generating local employment opportunities

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
Value Chain Partners	No	<ul style="list-style-type: none"> Direct interactions Supplier meets Email Website 	Need based	<ul style="list-style-type: none"> New business opportunities Business transparency Training and development of partners and suppliers Business ethics and transparency Resolving queries

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

At Wockhardt, we acknowledge the importance of stakeholder engagement for timely identification of environment, social and governance issues which are material. The Company has robust team which periodically / continuously interact with internal and external stakeholder groups for identification and resolution of the important material issues influencing them. The material issues, if any, are presented to the Board along with recommendation of the CSR Committee members which oversees the functioning of Environment, Social & Governance area.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity

Yes, We have HSE policy and displayed at all prominent locations in premises, during the policy preparation we had consulted all concerned stakeholders and then after taking the inputs the policy was implemented.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	3,658	3,658	100	2,637	2,167	82.18%
Other than Permanent	215	215	100	341	N.A	N.A
Total Employees	3,873	3,873	100	2,978	2,167	72.77%
Workers						
Permanent	295	295	100	103	103	100
Other than Permanent	0	0	0	62	62	100
Total Workers	295	295	100	165	165	100

Note: 1. Every 10th day of the month is fixed for POSH related training and awareness by our Learning and Development Department.

2. The workers are given training on relevant aspect in their induction at the time of joining.

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

Category	FY 2023-24					FY 2022-23				
	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/A)	No. (F)	% (F/A)
Employees										
Permanent	Permanent									
Male	2,134	0	0	2,134	100	2,351	0	0	2,351	100
Female	158	0	0	158	100	183	0	0	183	100
Other than Permanent										
Male	0	0	0	0	0	340	340	100	0	0
Female	0	0	0	0	0	1	1	100	0	0
Workers										
Permanent	94	94	100	0	0	103	0	0	103	100
Male	93	93	100	0	0	99	0	0	99	100
Female	1	1	100	0	0	4	0	0	4	100
Other than Permanent										
Male	0	0	0	0	0	62	47	75.81	15	24.19
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages
a. Median remuneration / wages

		Male		Female	
		Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
1.	Board of Directors (BoD)	8	2,500,000	3	1,100,000
2.	Key Managerial Personnel	4	18,063,590	1	N.A.
3.	Employees other than BoD and KMP	2,134	560,659	158	678,577
4.	Workers	93	3,13,746	1	2,77,201

Note: 1. Board of Directors (BOD) includes Chairman, Managing Director, Executive and Non-Executive Directors.

2. Ms. Amelia Fernandes was appointed as an Independent Director of the Company w.e.f July 18, 2023, hence the remuneration of Ms. Fernandes is not considered for determination of Median remuneration.

3. Key Managerial Personnel includes Managing Director, Chief Financial Officer and Company Secretary. During the year under review, Mr. Debashis Dey ceased to be Company Secretary of the Company w.e.f. August 18, 2023 and Ms. Rashmi Mamtura was appointed as the Company Secretary of the Company w.e.f. August 19, 2023, hence their remuneration is not considered for determination of Median remuneration.

4. The remuneration paid to Non-Executive directors include only sitting fees of ₹ 100,000 per meeting. The remuneration figure is arrived at on the basis of number of meeting attended during the year.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.39%	8.99%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Chief Human Resource Officer (CHRO) / Human Resource ('HR') Heads of respective locations are responsible for addressing the human rights impacts or issues caused or contributed to by the business, if any.

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

The Human Resources Department of the Company is responsible for the Human Rights Policy design, implementation and updation. Every unit, place of businesses of the Company endeavours to identify, assess and manage human rights impacts within the framework described in the Wockhardt's Human Rights Policy. A copy of Human Rights Policy is available on the website of the Company at www.wockhardt.com/wp-content/uploads/2024/05/human-rights-policy.pdf.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format.

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has Prevention of Sexual Harassment Policy for Prevention & Redressal of Complaints of Sexual Harassment and matter connected therewith or incidental thereto at the workplace on the basis of Natural Justice & Confidentiality. Further, the company has a Whistle Blower Policy/ Vigil Mechanism for the Directors and employees to report genuine concerns or grievances about unethical behaviour, actual or suspected fraud or violation of Company's Code of Conduct or Ethics Policy.

The Complaints of Sexual Harassment and matter connected therewith are handled confidentially with the facts made available only to those who need to know in order to investigate and resolve the matter. In case of complaints through Whistle Blower/ Vigil Mechanism, The Whistle blower, Vigilance Officer, Chairman and members of Audit Committee, the subjects and everybody involved in the process shall maintain confidentiality of all matters under this policy.

9. Do human rights requirements form part of your business agreements and contracts? : Yes.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% Inspected by Government Labour Officer
Forced/involuntary labour	100% Inspected by Government Labour Officer
Sexual harassment	100% by POSH Committee
Discrimination at workplace	100% Inspected by Government Labour Officer
Wages	100% Inspected by Government Labour Officer
Others – please specify	100% Timely inspected & Audited by various Government authorities i.e. Labour Officer, Factory Inspector, Employment Officer, Apprentice Advisor, Certifying Surgeon

Note: For Plants, Internal assessment is done on half yearly basis, External agencies may do any assessment on need basis. Apart from this, For Employees HR Internal assessment is done in IA audits. Prevention of Sexual Harassment Policy and Whistle Blower Policy is in place for raising complaints

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above : There were no risks / concerns arising from the assessments at Question 10 above.

Leadership Indicators

- 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints:** No business process modified /introduced as a result of addressing human rights grievances/ complaints.
- 2. 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, Ramps and Wheelchairs are made available at site location and also Manual support is provided whenever required.

3. Details on assessment of value chain partners:

Wockhardt has enhanced Sustainable Supply Procurement process and Distribution Value Chain practices using Newtral AI ESG platform. Wockhardt has informed 50 key Vendors (Suppliers) and 500 key Stockiest about ESG, BRSR principles, guidelines and data to be collected. Wockhardt has onboarded 15 vendors (suppliers) and 167 stockiest on Newtral AI ESG platform for data collection and assessment.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	35%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

4. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above: No such case of anti-competitive conduct or adverse orders from regulatory authorities.

PRINCIPLE 6 - BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	0 GJ	0 GJ
Total fuel consumption (B)	181,122.56 GJ	29,138.55 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	181,122.56 GJ	29,138.55 GJ
From non-renewable sources		
Total electricity consumption (D)	214,148.42 GJ	174,448.99 GJ
Total fuel consumption (E)	92,728.19 GJ	3,435.04 GJ
Energy consumption through other sources (F)	0 GJ	0
Total energy consumed from non-renewable sources (D+E+F)	306,876.61 GJ	177,884.03 GJ
Total energy consumed (A+B+C+D+E+F)	487,999.17 GJ	207,022.58 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000042 GJ/Rs	0.000017 GJ/Rs
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000042 GJ/Rs	0.000017 GJ/Rs
Energy intensity in terms of physical output	0.00053 GJ/Unit	N.A.
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	289,666 kL	478,458 kL
(ii) Ground water	33,194 kL	0 kL
(iii) Third Party Water	229,877 kL	28,055 kL
(iv) Seawater / desalinated water	0 kL	0 kL
(v) Others	406 kL	4,905 kL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	553,143 kL	511,418 kL
Total volume of water consumption (in kilolitres)	220,585 kL	511,418 kL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000019 kL/Rs	0.000019
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000019 kL/Rs	0.000047
Water intensity in terms of physical output	0.00024 kL/Unit	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment	NIL	Nil
– With treatment - please specify level of treatment	NIL	Nil
(ii) To Ground water		
– No treatment	NIL	Nil
– With treatment - please specify level of treatment	NIL	Nil
(iii) To Sea water		
– No treatment	NIL	Nil
– With treatment - please specify level of treatment	NIL	Nil
(iv) Sent to third-parties		
– No treatment	NIL	Nil
– With treatment - please specify level of treatment	2,81,341 kL annually Tertiary Treated effluent send to common effluent treatment plant (CETP) for Biotech Park, Aurangabad and Ankleshwar, Gujarat plants only	Treated Effluent used for gardening after Primary, Secondary & Tertiary Treatment: 2,33,583 KL
(v) Others		
– No treatment	NIL	Nil
– With treatment - please specify level of treatment	51,217 kL annually Wockhardt Ltd, Shendra plant, R&D plant, Daman (Bhimpur and Kadaiya)Plant are using the treated waste water for gardening.	Nil
Total water discharged (in kilolitres)	332,558 kL	2,33,583 KL

Note:

1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.
2. For Biotech Park, Aurangabad and Ankleshwar, Gujarat Plant, Waste water received in effluent treatment plant is treated in ETP and after treatment the treated waste water is discharged to common effluent treatment plant (CETP). Zero Liquid Discharge ZLD is implemented at factories in Shendra & R & D in Aurangabad and Daman (Bhimpur and Kaddaiya) the treated waste water is used for gardening with in the factory premises, No or Zero Liquid is Discharged outside the factories, Research and Development units.

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

Yes, Zero Liquid Discharge ZLD is implemented at factories in Shendra & R & D in Aurangabad and Daman (Bhimpur and Kadaiya) the treated waste water is used for gardening with in the factory premises, No or Zero Liquid is Discharged outside the factories, Research and Development units.

The Biotech Park and Ankleshwar manufacturing site is connected with common effluent treatment plant (CETP) and treated waste water is discharged to CETP as per the tripartite agreement.

However, as per state pollution control board consent to operate conditions, we are recycling almost 50 KL of treated sewage waste water for gardening-Green coverage in Biotech Park and Ankleshwar.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	ppm	56.68	135.34
SOx	mg/Nm3	96.77	86.21
Particulate matter (PM)	mg/Nm3	262.29	124.9
Persistent organic pollutants (POP)	mg/Nm3	Nil	Nil
Volatile organic compounds (VOC)	mg/Nm3	62.67	Nil
Hazardous air pollutants (HAP)	mg/Nm3	Nil	Nil
Others – please specify	mg/Nm3	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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

Parameter	Unit	Current Financial Year	Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	10,052.28 tCO ₂ e	19,167 tCO ₂ e
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	55,818.85 tCO ₂ e	112,712 tCO ₂ e
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/Rs	0.0000057	0.000010
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/Rs	0.0000057	0.000010
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Unit	0.000071	N.A.
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.	N.A.

Note: 1. The emission is measured for Biotech Park Plant, Waluj only.

2. The Plant do generated CH₄ methane gas from Anaerobic reactors but the same is burnt in flare system and not directly contributing to GHG.

3. 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, by authorised officials of the Pollution Control Board.

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

Major source of the green house gases is the Refrigerants and we are having preventive maintenance schedule to avoid leakages and reduce the consumption of refrigerant. Also we are using the less ozone depleting refrigerants to minimize GHG emissions.

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

Parameter	Current Financial Year	Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	106.18 metric tonne	286.44 metric tonne
E-waste (B)	0 metric tonne	0 metric tonne
Bio-medical waste (C)	2.35 metric tonne	0 metric tonne
Construction and demolition waste (D)	0 metric tonne	1.15 metric tonne
Battery waste (E)	0 metric tonne	15.69 metric tonne
Radioactive waste (F)	0 metric tonne	0 metric tonne
Other Hazardous waste. Please specify, if any. (G)	551.15 metric tonne	300.282 metric tonne
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,004.38 metric tonne	152.17 metric tonne
Total waste generated (A+B+C+D+E+F+G+H)	4,664.09 metric tonne	755.73 metric tonne
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000004 metric tonne/Rs	0.0000001448 metric/Rs
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000004 metric tonne/Rs	0.0000001448
Waste intensity in terms of physical output	0.000005 metric tonne/unit	–
Waste intensity (optional) – the relevant metric may be selected by the entity	–	–
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,917.58 metric tonne	1,400 metric tonne
(ii) Re-used	0 metric tonne	0 metric tonne
(iii) Other recovery operations	0 metric tonne	0 metric tonne
Total	3,917.58 metric tonne	1,400 metric tonne
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	553.64 metric tonne	51.98 metric tonne
(ii) Landfilling	123.23 metric tonne	100 metric tonne
(iii) Other disposal operations	21.58 metric tonne	1.15 metric tonne
Total	698.45 metric tonne	153.13 metric tonne

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, by NABL, MOEF approved laboratory & PCB authorized environment auditor.

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

We believe in policy to minimize the waste generation at sources and ensure that in all manufacturing operations right from initial to final stage all due care is taken to minimize the waste generation and improve the productivity. We have SME to monitor the productivity daily and evaluate the results. We have SOP for handling of the waste right from the generator to the disposal, being a pharmaceutical manufacturing industry we use chemicals which are in line with GMP requirements i.e. less toxic and hazardous.

11. 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:

Entity has no operations/offices in/around ecologically sensitive areas.

Sl. 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

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

The Company has not undertaken any Environmental Impact Assessments in FY 2023-24.

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

13. 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:

Yes, the entity is 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. Compliance requirements are tracked through quarterly Compliance Reports taken from the respective functional heads. Exceptions, if any, are followed up for timely closure.

Sl. 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

Leadership Indicators

1. 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: Biotech Park, H-14/2, Waluj.
- (ii) Nature of operations: Pharmaceutical manufacturing.

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

Parameter	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,89,666 kL	4,78,458 KL
(ii) Ground water	0 kL	Nil
(iii) Third Party Water	31,366 kL	28,055 KL
(iv) Seawater / desalinated water	0 kL	Nil
(v) Others	0 kL	4,905 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,21,032 kL	5,11,418 KL
Total volume of water consumption (in kilolitres)	73,620 kL	5,11,418 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000063803 kL/Rs	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	–	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(ii) To Ground water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(iii) To Sea water		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
No treatment	Nil	Nil
With treatment - please specify level of treatment	2,47,412 kL Treated effluent send to common effluent treatment plant (CETP) for Wockhardt Ltd Biotech Park, Aurangabad	Treated Effluent used for gardening after Primary, Secondary & Tertiary Treatment: 2,33,583 KL
(v) Others		
No treatment	Nil	Nil
With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	2,47,412 kL	2,33,583 KL

Note:

- These figures are for Biotech park facility, which is in area of water stress.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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

Parameter	Unit	Current Financial Year	Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	308.71 tCO ₂ e	N.A.
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/Rs	0.000000026 tCO ₂ e/Rs	N.A.
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.	N.A.

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.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities: Entity has no operations/offices in/around ecologically sensitive areas.
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Plant/Facility/Head Office
1	Onboarded ESG and Carbon Emission Management Platform Newtral AI. Newtral AI platform Initiative is undertaken in Head Office, Plant factories, R&D	N.A.	Increase in overall BRSR Completion Scores.	Head Office Factory, Plants and R&D Plant.
2	ETP	ETP Zero Liquid Discharge, All treated effluent is used within premises (ZLD) 51,220 kL with tertiary treatment of Effluent Water annually used for gardening within the premise Zero Liquid Discharge in R&D facility Shendra factory and Daman factory	51,220 kL with tertiary treatment of Effluent Water annually used for gardening within the premise.	R&D Plant, Shendra Plant and Ankleshwar Plant
3	ISO 14001 & ISO 45001 certification of the site	Site is assessed by ISO certifying agency - Afnor France & awarded with ISO 14001 & ISO 45001	ISO 14001 & ISO 45001 Certified site	Shendra Plant
4	Fuel (Boiler)	Briquette usages	85% reduction in emission by the adoption of Briquette over Fuel Oil.	Shendra Plant and Biotech Park Plant, Waluj.
5	LSHS Low sulphur fuel started using to replace Furnace Oil	As per the guidelines from PCB initiated the drive to switch over from Furnace oil (High sulphur) to Low sulphur High stock by making the required changes in Boiler and storage tanks	Lower sulphur emissions as compared to previous	Biotech Park Plant, Waluj, R &D Plant, Shendra Plant and Ankleshwar Plant
6	Enhanced the shelf life of Briquette Boiler Bag filter	Installed PHE (PRE HEAT EXCHANGER) to reduce the stack temperature and also installed the flask back arrestor to enhance the life of Bag filter and improve its working	Less emissions of particulate matter from briquette Boiler stack	Biotech Park Plant, Waluj
7	Reduce the waste water generation by 60 CMD by installing second stage RO in process water generation plant (CSRO)	Earlier the process water generation was with single stage RO, now with addition of second stage RO the recovery has been improved	less water consumption by 60 CMD and less waste water generation	Biotech Park Plant, Waluj
8	Pure steam condensate recovery (Total condensates recovered 34140 KL)	Header line of steam modified and all condensate collected for steam generation thereby reduce the load on boiler	Fuel consumption of Boiler and water consumption of Boiler reduced	Biotech Park Plant, Waluj

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Plant/Facility/Head Office
9	Installation of 15 CFM lubricated air compressor for Purified water system (1 Cu.mt /Hr capacity) instead of existing 1000 CFM Non lubricated air compressor during less manufacturing demand resulting saving of electrical power units of 5000 KWH /Month	Installation of 15 CFM Non lubricated air compressor for Purified Water system.	Power consumption is reduced by 5000 KWH/ Month.	Biotech Park Plant, Waluj
10	Installation of VFD (Variable frequency drive) for Air Handling Units of Non classified areas of HVAC resulting Electrical Units saving of 3000 KWH/month	Installation of VFD for 14 Nos AHU's of Non classified area for maintaining Temp & RH in the areas resulting electrical units saving of 3000 KWH/month.	Power consumption is reduced by 3000 KWH/ Month.	Biotech Park Plant, Waluj
11	Installed VFD (Variable frequency drive) for Air Handling Units 02 no's of Warehouse areas. AHUs run with 30 Hz Frequency resulting Electrical Units saving of 5400 KWH/month	Reduce the VFD frequency from 50 Hz to 30 Hz of AHU No -39 and AHU No -34 of Formulation -2 Warehouse which is Non-classified area for maintaining the Temperature and RH.	Power consumption is reduced by 5400 KWH/ Month.	Biotech Park Plant, Waluj
12	New Oil free process air comp installed (Atlas make 2619 CFM)	To improve the Process air Pressure and reduce air temp.	Process air Pressure increased from 2.4 kg/cm ² to 2.9 kg/cm ² in production area so that Fermentation production yield increased.	Biotech Park Plant, Waluj
13	Enhanced the shelf life of Briquette Boiler (MR 15727) By Replacing Boiler all smoke tubes	On Proactive basis all Briquette Boiler tube replaced with new one. Boiler installed on 2012 so Tubes replaced after 10 year	Improved in Boiler efficiency and life	Biotech Park Plant, Waluj
14	Enhanced the shelf life of LSHS Boiler (MR 13359 & MR 13360) by Replacing Boiler all smoke tubes	On Proactive basis all FO Boiler tube replaced with new one. Boiler installed	Improved in Boiler efficiency and life.	Biotech Park Plant, Waluj
15	Briquette Boiler bag Filters bags Replaced	Total 240 Nos. bags replaced	Less emissions of particulate matter from briquette Boiler stack	Biotech Park Plant, Waluj
16	Treated effluent discharge to CETP	Effluent discharge to CETP by monitoring PH & TSS.	51,220 kL with tertiary treatment of Effluent Water annually used for gardening within the premise.	Ankleshwar Plant
17	Emission reduction	Process scrubber provide in plants and monitoring to be done	Complied	Ankleshwar Plant
18	Spent carbon waste	Spent carbon waste to be send to co-processing unit.	Complied	Ankleshwar Plant

Note: Wockhardt Limited has successfully completed an initiative known as ETP (likely an abbreviation for a specific Efficiency or Technology Program). This initiative was undertaken to improve resource efficiency or implement innovative technology solutions within the entity's own premises or facilities (abbreviated as ZLD, possibly meaning Zero Liquid Discharge).

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

Yes. The organization has business continuity plan and "on site emergency plan" for risk mitigation. The organization has well documented standard operating procedure called "On site emergency plan and Mock drill" BT-SE-S007. This document is operated through centralized quality management system called "DMS" Document management system. This SOP captures all the probable risk that can take place at site and mitigation measures for the identified risk. Mock drill is carried for the identified risk and observations are carried through subject matter expert for any gaps during the handling of simulated emergency. Action plan is taken for identified gaps for further compliance. In addition to above the site has standard operating procedure " Safety Audit and Risk assessment" BT-SE-S005 for identifying the risk at site and its severity and once identified action plan is prepared for compliance of observation if any. Overall the site has robust risk mitigation measures for handling any unforeseen incident to maintain the business continuity.

6. 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.

Note: We are in the process of assessing significant adverse impact to the environment, arising from our value chain partners.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: 35%**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: 4.****b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:**

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Indian Pharmaceutical Alliance (IPA)	National
3	Confederation of Indian Industry (CII)	National
4	Bombay Chamber of Commerce & Industry (BCCI)	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities: No such cases of anticompetitive conduct or adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken

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: No new projects were undertaken by the Company during FY 2023-24, Hence Not Applicable.**

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

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format : No such project was undertaken by the Company during FY 2023-24

Sl. 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 ₹)

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

The Company has laid down a detailed Stakeholders Grievance Policy to facilitate all stakeholders to file their grievances with the Company. Accordingly the concerned Stakeholders may reach out to the concerned officials of the Company for resolution of their grievances.

A copy of the Stakeholders Grievance Policy is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf>. In addition to the above, stakeholders may approach the concerned Company Officials at the Corporate office at: Wockhardt Towers, G Block, Bandra Kurla Complex, Bandra East, Mumbai 400 051 from Monday – Friday between 11.00 am to 5.00 pm.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.65%	14.65%
Directly from within India	19.25%	33.45%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	26.39%	NIL
Semi-urban	5.56%	NIL
Urban	34.72%	NIL
Metropolitan	33.33%	NIL

Note: We have created total 81 jobs in FY 2023-24.

Leadership Indicators

2. Procurement Policy

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

2. From which marginalized / vulnerable groups do you procure? What percentage of total procurement (by value) does it constitute?

We operate in a highly specialised and regulated sector. Hence, priority is given to suppliers and vendors approved by Government Regulations.

3. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not applicable.

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

4. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved: Not applicable

Name of authority	Brief of the Case	Corrective action taken

5. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Mobile Medical Clinic	6020	100%

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.

Consumer complaints and feedback can be conveyed to the company through email, phone call, or the Wockhardt ADR Collection Form. The web-link of contact details is <https://www.wockhardt.com/adverse-event-reporting/>. The Company has laid down a detailed Stakeholders Grievance Policy to facilitate all stakeholders to file their grievances with the Company. A copy of the Stakeholders Grievance Policy is available on the website of the Company at <https://www.wockhardt.com/wp-content/uploads/2023/04/stakeholders-relationship-policy.pdf>.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	100% as per Drugs and Cosmetics Act
Recycling and/or safe disposal	N.A.

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

4. Details of instances of product recalls on account of safety issues: No such instances of Product recalls, Hence not applicable.

	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 a Cybersecurity Policy which ensures the confidentiality, integrity, and availability of the company's Pharma IP, digital assets and the Operational Technology (OT) assets through the implementation of effective cybersecurity controls and practices. The Policy aims to mitigate the risk of cyber threats, unauthorized access, data breaches, and other malicious activities that may compromise the company's assets. A copy of the Cybersecurity Policy is available on the website of the Company at www.wockhardt.com/wp-content/uploads/2023/07/wockhardt-cybersecurity-policy.pdf

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

The Company does not advertise its product which are usually prescription drugs, in compliance with the applicable regulations. Further there were no issues related to 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.

Cyberattack Reporting: We have no Reported Cyber attack for the FY 23-24. Following preventive measures have been implemented to minimise the attack surface.

- a) Wockhardt has implemented an Intelligent AI-based SOC (Security Operations Center) solution provided by Airtel, which is monitored 24x7.
- b) Security Orchestration, Automation, and Response (SOAR) platforms have been implemented to automate and streamline security operations, including incident response and threat hunting.
- c) User and Entity Behaviour Analytics (UEBA) technologies are employed to analyse user and entity behaviours and detect anomalies indicative of insider threats or compromised accounts.
- d) AI-based Moving target defence is utilised to detect and respond to zero-day malware on desktops and servers.
- e) AI-based ATP (Advanced Threat Protection) email protection is in place.
- f) Network Access Control (NAC) solution is implemented to quarantine desktops and laptops that have outdated Windows patches, antivirus signatures, or are infected with malware.
- g) These preventive measure provide comprehensive strengthening of cybersecurity measures to mitigate cyber threats.

7. Provide the following information relating to data breaches:

- 1. Number of instances of data breaches:** No instances of data breaches were reported during FY 2023-24.
- 2. Percentage of data breaches involving personally identifiable information of customers:** No instances of Data breaches.
- 3. Impact, if any, of the data breaches:** No instances of Data breaches.

Leadership Indicators

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

The Company's website provides detailed information about it's products and services which can be accessed at <https://www.wockhardt.com/about-us/products/india-branded-business/> For further details on any product, the concerned stakeholders may also reach out to us at www.wockhardt.com/contact-us/.

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

Safety Information and dosage guidelines are provided on the product packages as per The Drugs and cosmetics Act. Further, regular training & guidelines are provided to the healthcare providers, who may guide their patients accordingly.

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

Being a Pharmaceuticals Company this is not applicable to us. The Company promptly complies with any discontinuation of Pharma Product directive issued by the concerned authorities in any market.

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