

July 13, 2023

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No. C-1, G- Block,
Bandra - Kurla Complex, Bandra (East)
Mumbai – 400 051.

BSE Limited
Corporate Relationship Department
25, P.J. Towers,
Dalal Street,
Mumbai 400 001.

Symbol: RPGLIFE

Scrip Code: 532983

Dear Sirs /Madam,

Sub: Notice of Sixteenth Annual General Meeting, Annual Report FY 2022-23 and the Business Responsibility and Sustainability Report

This is further to our Letter dated July 7, 2023, conveying that the Sixteenth Annual General Meeting ("AGM") of the Members of the Company will be held on **Friday, August 04, 2023, at 3.00 p.m. (IST)** through Video Conferencing (VC) / Other Audio-Visual Means (OAVM).

Pursuant to Regulation 34(1) and Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Annual Report of the Company for the financial year 2022-23 including the Business Responsibility and Sustainability Report, along with the Notice of AGM, which are being sent through electronic mode to the Members of the Company, whose e-mail IDs are registered with Depositories/ Company/ Registrar and Share Transfer Agent.

The Annual Report and Notice of AGM are also available on the website of the Company at www.rpglifesciences.com under "Annual Report" tab.

The Notice of AGM of the Company *inter alia* indicates the process and manner of remote e-voting/ e-voting at the AGM and instructions for participation at the AGM through VC/OAVM.

Request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For RPG Life Sciences Limited
RAJESH RAMESH SHIRAMBEKAR
SHIRAMBEKAR
Rajesh Shirambekar
Head – Legal & Company Secretary



Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|--|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L24232MH2007PLC169354 |
| 2. | Name of the Listed Entity | RPG Life Sciences Limited |
| 3. | Year of incorporation | 2007 |
| 4. | Registered office address | RPG House, 463, Dr. Annie Besant Road, Worli, Mumbai- 400030 |
| 5. | Corporate address | RPG House, 463, Dr. Annie Besant Road, Worli, Mumbai- 400030 |
| 6. | E-mail | investorservices@rpgls.com |
| 7. | Telephone | 022-69757100 |
| 8. | Website | www.rpglifesciences.com |
| 9. | Financial year for which reporting is being done | 2022-23 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11. | Paid-up Capital | ₹13.23 crores |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Yugal Sikri Tel No. 022-69757100 Email id- investorservices@rpgls.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 |

II. Products/services

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

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|------------------------------|--|-----------------------------|
| 1 | Pharmaceutical | Manufacturing and marketing of pharmaceutical products | 100% |

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

| Sr. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---------|-------------------------|----------|---------------------------------|
| 1 | Pharmaceutical Products | 210 | 100% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 3 | 1 | 4 |
| International | 0 | 0 | 0 |

17. Markets served by the entity:

a) Number of locations

| Location | Number |
|----------------------------------|---|
| National (No. of States) | Pan-India |
| International (No. of Countries) | Over 50 countries served across the six continents - Europe, North America, Asia, Africa, South America and Australia |

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

Contribution of exports is 31% of the total turnover of the Company.

c) A brief on types of customers

Pharmaceutical distributors and wholesalers are our direct customers as part of the distribution chain in Domestic Formulations. In International Formulations and API segments, different pharmaceutical companies in global markets and India are our customers. Patients are the end customers.

iv. Employees

18. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-------------|-------------|-----------|-----------|----------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 1026 | 956 | 93 | 70 | 7 |
| 2. | Other than Permanent (E) | 61 | 54 | 89 | 7 | 11 |
| 3. | Total employees (D + E) | 1087 | 1010 | 93 | 77 | 7 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 188 | 185 | 98 | 3 | 2 |
| 5. | Other than Permanent (G) | 341 | 341 | 100 | 0 | 0 |
| 6. | Total workers (F + G) | 529 | 526 | 99 | 3 | 1 |

b) Differently abled Employees and workers:

| Sr. 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 |
| 2. | Other than Permanent [E] | 0 | 0 | 0 | 0 | 0 |
| 3. | Total differently abled employees (D+E) | 0 | 0 | 0 | 0 | 0 |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 6. | Total differently abled workers (F + G) | 0 | 0 | 0 | 0 | 0 |

19. Participation/Inclusion/Representation of women:

| Particulars | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 10 | 1 | 10% |
| Key Management Personnel | 2 | 0 | 0% |

20. Turnover rate for permanent employees and workers:

| | Turnover Rate | | | | | | | | |
|---------------------|---------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 22% | 20% | 22% | 20% | 22% | 20% | 18% | 15% | 18% |
| Permanent Workers | 19% | 50% | 20% | 12% | 0% | 12% | 10% | 0% | 10% |

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Not Applicable

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in ₹) 4,37,16,39,471
- (iii) Net worth (in ₹) 2,21,09,35,463.69

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2022-23 | | | FY 2021-22 | | |
|---|---|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | - | - | - | - | - | - | - |
| Investors (other than shareholders) | Yes, the Company has a common redressal mechanism for shareholders and investors, which has been captured in The row "Shareholders" | - | - | - | - | - | - |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2022-23 | | | FY 2021-22 | | |
|---|--|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Shareholders | Yes, the Company has a grievance redressal mechanism for shareholders. The Company has appointed Link Intime India Private Limited as the Share Transfer Registrars/Agents. Link Intime India Private Limited takes care of shareholders' enquiries/queries, requests and complaints. The Share Transfer Agents and company responds to enquiries/queries, requests and complaints within the framework specified/ defined by SEBI. There is a dedicated email id of the Company to receive the grievances from shareholders viz. investorservices@rpgls.com | 8 | 0 | Nil | 1 | 0 | Nil |
| Employees and workers | Yes, the employees and workers have access to the Company's Whistleblower Policy mechanism. The Company provides different channels of communication for grievances through Whistleblower mechanism- email id, online portal and written complaints | - | - | - | - | - | - |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2022-23 | | | FY 2021-22 | | |
|---|---|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Customers | Yes, the customers address their grievances through various channels of communication such as e-mail, couriers, quality complaints on website Product Quality Form- https://www.rpglifesciences.com/website/contact_us.php | - | - | - | - | - | - |
| Value Chain Partners | Yes, the customers address their grievances through various channels of communication such as e-mail, couriers, quality complaints on website- https://www.rpglifesciences.com/website/contact_us.php | - | - | - | - | - | - |

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, approach to adapt or mitigate the risk along-with its financial implications:

| Sr. No. | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or Mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|-------------------------------------|--|--|--|--|
| 1 | Emergency preparedness and response | Opportunity | Opportunity: Integration of emergency preparedness and response within the Company's business continuity plan is critically important to ensure the implementation of required actions during unprecedented situations. | - | Immediate response with a strong action plan at the time of emergency helps alleviate the devastating impact on business activities and secures the Company from a prolonged duration of disruption. |

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

| Sr. No. | Material issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or Mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|--|--|---|--|--|
| 2. | Managing waste | Risk and Opportunity | <p>Risk: Waste, water and energy management have been identified as key material issues under the Climate change and environmental risk.</p> <p>Opportunity: Comprehensive resource management plans in alignment with the Company's environment, health & Safety policy.</p> | Ensuring compliance through review mechanisms, strengthening capabilities of EHS and legal compliance teams. | - |
| 3. | Water Management | | | | |
| 4. | Energy efficiency and carbon emissions | | | | |
| 5. | Climate Change | | | | |
| | | | | | |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | All the policies can be viewed at https://www.rpplifesciences.com . | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 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. | Not Applicable | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Please refer to MD's Message on Page No.12. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Y | Y | Y | Y | Y | Y | Y | Y | Y |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|----|----|----|----|----|----|----|----|
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | Please refer to MD's Message on Page No.12. | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Name: Mr. Yugal Sikri Designation: Managing Director Telephone number: 022-69757100 Email Address: investorservices@rpgls.com | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, Mr. Yugal Sikri, Managing Director, oversees the Business Responsibility and Sustainability initiatives of the Company. | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company: | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | |
| Performance against above policies and follow up action | As a practice, BRSR policies of the Company are reviewed periodically or on a need basis by SCSR Committee. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented. | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The Company is in compliance with the extant regulations, as applicable. | | | | | | | | |
| Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | Q | Q | Q | Q | Q | Q | Q | Q | Q |

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. : No

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----------------|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | Not Applicable | | | | | | | | |
| 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 | 12 | All principles | 100% |
| Key Managerial Personnel | 10 | 12 | 100% |
| Employees other than BoD and KMPs | 13 | 10 | 100% |
| Workers | 8 | 11 | 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:

| | NGRBC Principle | Name of the regulatory enforcement agencies/ judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|---------------------|-----------------|--|---------------|-------------------|--|
| Monetary | | | | | |
| Penalty/ Fine | Not Applicable | Not Applicable | 0 | Nil | No |
| Settlement | Not Applicable | Not Applicable | 0 | Nil | No |
| Compounding Fee | Not Applicable | Not Applicable | 0 | Nil | No |
| Non-Monetary | | | | | |
| Imprisonment | Not Applicable | Not Applicable | 0 | Nil | No |
| Punishment | Not Applicable | Not Applicable | 0 | Nil | No |

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

Not Applicable

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

Yes, the Company has Anti Bribery Policy in place. The policy is available Company's website on https://www.rpگلifesciences.com/website/download_document.php?case=FA_RPGLS&a=RPG%20Code%20of%20Corporate%20Governance%20and%20Ethics.pdf&folder=code_of_conduct

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

| Key Financial Ratios | FY 2022-23 | FY 2021-22 |
|----------------------|------------|------------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | FY 2022-23 | | FY 2021-22 | |
|--|------------|----------------|------------|----------------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | Not Applicable | 0 | Not Applicable |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | Not Applicable | 0 | Not Applicable |

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

Not Applicable

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

| | 2022-23 | 2021-22 | Details of improvements in environmental and social impacts |
|-------|---------|---------|---|
| R&D | - | - | - |
| Capex | 3.43% | 3.79% | Upgradation of ETP, implementation of STP and alternative of sources of energy. Digitalisation projects across plants – e-QMS, e-DMS, e-LMS, etc. |

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

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

The Company has standard operating procedures for approving vendors. Materials are procured from approved vendors both local and international. The Company's quality assurance team conducts periodic audits of vendors, especially those who supply key materials. The Company has long standing business relations with regular vendors. The Company enters into freight contracts with leading transporters for movement of materials. The Company continues to receive unrelenting support from its vendors.

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.

a. Plastic Waste: The Company has an established system for collecting back the plastic waste or multilayered packaging generated due to its products as per the Extended Producer Responsibility (EPR) regulations. The recycling and disposal of reclaimed plastics (including packaging) is carried out as per the Central Government rules and the provisions of the Plastic Waste Management Rules.

b. E-waste: We dispose of our e-wastes as per in country / local regulations.

c. Hazardous Waste: Hazardous wastes are being disposed as per the Hazardous Wastes Management Rules.

d. Other Waste: Non-hazardous waste such as glass, MS scrap, wood waste, etc. is sent to authorized recyclers (Vendors) or disposed as per the local regulatory bodies and the regulations.

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

Yes, the Company is registered as Brand Owner as per the Extended Producer Responsibility (EPR) mandates. The Company collects the end use plastic/post-consumer plastic waste through waste management agency. Further the Company has submitted a collection plan outlining its mechanism for collecting back the plastic waste and multilayered packaging generated due to the products as per the provisions of Plastic Waste Management Rules. The Company submitted an annual return for disposal of the plastic waste / multilayer packaging as per the mandates of Extended Producer Responsibility (EPR) regulations to Central Pollution Control Board

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 | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
|---------------------------------------|-------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
| | | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) |
| PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 956 | 956 | 100 | 956 | 100 | 0 | 0 | 956 | 100 | 0 | 0 |
| Female | 70 | 70 | 100 | 70 | 100 | 70 | 100 | 0 | 0 | 70 | 100 |
| Total | 1026 | 1026 | 100 | 1026 | 100 | 70 | 100 | 956 | 100 | 70 | 100 |
| OTHER THAN PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 54 | 54 | 100 | 54 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 7 | 7 | 100 | 7 | 100 | 7 | 100 | 0 | 0 | 0 | 0 |
| Total | 61 | 61 | 100 | 61 | 100 | 7 | 100 | 0 | 0 | 0 | 0 |

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

| Category | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
|-------------------------------------|------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|----------|---------------------|----------|
| | | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) | No. (B) | % (B/A) |
| PERMANENT WORKERS | | | | | | | | | | | |
| Male | 185 | 185 | 100 | 185 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 3 | 3 | 100 | 3 | 100 | 3 | 100 | 0 | 0 | 0 | 0 |
| Total | 188 | 188 | 100 | 188 | 100 | 3 | 100 | 0 | 0 | 0 | 0 |
| OTHER THAN PERMANENT WORKERS | | | | | | | | | | | |
| Male | 341 | 341 | 100 | 341 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 341 | 341 | 100 | 341 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Benefits | FY 2022-23 | | | FY 2021-22 | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100 | 100 | Y | 100 | 100 | Y |
| Gratuity | 100 | 100 | Y | 100 | 100 | Y |
| ESI | 5 | 78 | Y | 6 | 79 | Y |

Accessibility of workplaces

3. 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.

As per the requirements of the Rights of Persons with Disabilities, the Company manufacturing premises and offices have ramps, elevators and infrastructure for differently abled individuals.

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

The Company has Equal Opportunity policy in place. The same is available on the website of the Company on below URL: https://www.rpglifesciences.com/website/download_document.php?case=FA_RPGLS&a=RPG%20Code%20of%20Corporate%20Governance%20and%20Ethics.pdf&folder=code_of_conduct

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 | 100 | 100 | 100 |
| Female | 100 | 100 | 100 | 100 |
| Total | 100 | 100 | 100 | 100 |

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

| | | |
|--------------------------------|-----|---|
| Permanent Workers | Yes | '24X7 Support' is a digital salesforce grievance redressal platform. |
| Permanent Employees | Yes | HR chatbot, 'ERICA' Additionally, an automated HR chatbot, "ERICA" for employees facilitates deep engagement through quick resolution of queries. |
| Other than Permanent Employees | Yes | |
| Other than Permanent Workers | Yes | Grievance register is maintained (online & offline) |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|----------------------------------|--|--|-----------|--|--|-----------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Permanent Workers | 188 | 105 | 56 | 188 | 113 | 61 |
| Male | 185 | 105 | 56 | 185 | 113 | 61 |
| Female | 3 | 0 | 0 | 3 | 0 | 0 |

8. Details of training given to employees and workers:

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|-------------|-------------------------------|------------|----------------------|------------|------------|-------------------------------|------------|----------------------|------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (A) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (B) | % (B/A) | | No. (B) | % (B/A) | No. (B) | % (B/A) |
| EMPLOYEES | | | | | | | | | | |
| Male | 1010 | 1010 | 100 | 1010 | 100 | 904 | 904 | 100% | 904 | 100 |
| Female | 77 | 77 | 100 | 77 | 100 | 59 | 59 | 100% | 59 | 100 |
| Total | 1087 | 1087 | 100 | 1087 | 100 | 963 | 963 | 100 | 963 | 100 |
| WORKERS | | | | | | | | | | |
| Male | 526 | 526 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 3 | 3 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 529 | 529 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|-------------|------------|-----------|------------|------------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| EMPLOYEES | | | | | | |
| Male | 956 | 875 | 92 | 904 | 746 | 83 |
| Female | 70 | 56 | 80 | 59 | 45 | 76 |
| Total | 1026 | 931 | 91 | 963 | 791 | 82 |
| WORKERS | | | | | | |
| Male | 105 | 105 | 100 | 105 | 105 | 100 |
| Female | 3 | 0 | 0 | 3 | 0 | 0 |
| Total | 108 | 105 | 1 | 108 | 105 | 96 |

10. Health and safety management system:

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

Yes, The Occupational Health and Safety management system covers all the units and employees within the manufacturing operation. Hence, the coverage is 100%

- 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 undertakes periodic internal and external audits to ensure the compliance of Occupational Health and Safety management system within the manufacturing operation. Further, it enables the identification of work-related hazards through design checklists, Hazard and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA) at our one of the unit.

- c) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, RPGLS has well-established Standard Operating Procedures (SOP) for employees and workers to identify and report on work-related hazards and the subsequent steps to mitigate them.

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

Yes, the Company provides non-occupational medical and healthcare services to its employees and workers. Further, the Company ensures the provision of medical insurance to all its employees and workers.

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

| Safety Incident/ Number | Category | FY 2022-23 | FY 2021-22 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 10 | 6 |
| | Workers | 19 | 12 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

Company engraft the internal guidelines, Factories act and other state level regulatory requirements within its Environment Health and Safety (EHS) management system. The EHS policy advocates the provision of safe working environment to all the employees, contractors, sub-contractors, visitors and the neighboring communities. The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of 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:

| Particulars | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 1 |
| Working Conditions | 1 |

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.

During the Financial Year 2022-23, no safety-related major incidents and no significant risks / concerns occurred in the Company.

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.

As a responsible Company focused on driving growth through the strong foundation of stakeholder relationships RPG Life Sciences Limited engages with its prioritised group of stakeholders, identifies the key material issues and manages their expectations. The stakeholder groups are identified as part of the stakeholder engagement mechanism, built on the principles of inclusivity, accountability, and responsibility. The key internal and external stakeholder groups identified by the Company as part of the engagement mechanism are - Investors/shareholder, regulators, suppliers/vendors/third-party manufacturers, Non-Governmental Organisations (NGO), Community, Customer, Employee and Senior leadership

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 |
|---|--|--|--|---|
| Investors/ Shareholders | No | <ul style="list-style-type: none"> Annual/ quarterly reports and earning calls; Attending investor conferences; Issuing specific event based press releases; Investor presentation | Quarterly/ need-based | <p>Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are:</p> <ol style="list-style-type: none"> Overall Company performance Corporate governance Regulatory compliance |
| Regulators | No | <ul style="list-style-type: none"> In-person meeting E-mail | Need-based | <p>Transparent communication with the regulators is critical from the compliance perspective. The key area of interests for the regulators is:</p> <ol style="list-style-type: none"> Regulatory compliance |
| Suppliers/ Vendors/ Third Party Manufacturers | No | <ul style="list-style-type: none"> Vendor meetings Virtual modes such as e-mail, telephonically | Ongoing | <p>Responsible supply chain practices are critically important for ensuring the business continuity in a sustainable manner. Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are:</p> <ol style="list-style-type: none"> Timely supply and payments Collaboration |
| NGOs | No | <ul style="list-style-type: none"> In-person meetings Virtual modes such as e-mail, telephonically | Ongoing | <p>As a responsible Company, engaging with NGOs facilitate the streamlining of the CSR activities undertaken in partnership. The key areas of interest for NGO are:</p> <ol style="list-style-type: none"> Employee volunteering Agile management process |

| 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 | <ul style="list-style-type: none"> In-person meetings Engagement through NGO partners | Ongoing | <p>Community development programs initiated by the Company's CSR activities enables driving a positive impact on the community members.</p> <p>The key areas of interest for community are:</p> <ol style="list-style-type: none"> Community development programs with a focus on health, education, sanitation and infrastructure development |
| Customers | No | <ul style="list-style-type: none"> In-person meeting E-mail | Ongoing | <p>Customers form a vital part of the Company's stakeholder engagement group to ensure quality services.</p> <p>The key areas of interest for Customer are:</p> <ol style="list-style-type: none"> Product quality, access and pricing |
| Employees | No | <ul style="list-style-type: none"> Employee focused web-portal E-mail Employee engagement surveys Hello Happiness Forums | Ongoing | <p>Employee wellbeing and satisfaction is an integral part of the Company's growth model. Employee engagement through various means of communication provides an insight into the key action areas for employee wellbeing and growth.</p> <p>The key areas of interest for employees are:</p> <ol style="list-style-type: none"> Training, professional growth and development Well-being initiative Employee recognition Fair remuneration Work-life balance |
| Senior Leadership | No | <ul style="list-style-type: none"> In person meetings Virtual modes such as e-mail, telephonically | Ongoing | <p>Senior leadership are the key drivers of the Company's sustainable value creation strategy. Senior leadership engagement facilitates the interlinkage of business and sustainable value creation.</p> <p>The key areas of interest for senior leadership are:</p> <ol style="list-style-type: none"> Sustainable and resilient business operations R&D and innovation Overall Company performance |

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:**

| Category | FY 2022-23 | | | FY 2021-22 | | |
|--------------------------------------|------------|--|-----------|------------|---------------------------------------|-----------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees/ workers covered (D) | % (D / C) |
| EMPLOYEES | | | | | | |
| Permanent | 1026 | 1026 | 100 | 963 | 963 | 100 |
| Other permanent than Total Employees | 61 | 61 | 100 | 61 | 61 | 100 |
| WORKERS | | | | | | |
| Permanent | 188 | 188 | 100 | 187 | 187 | 100 |
| Other permanent than Total Workers | 341 | 341 | 100 | 341 | 341 | 100 |

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

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|-----------------------------|------------|-----------------------|-----------|------------------------|-----------|------------|-----------------------|---------|------------------------|-----------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E/D) | No. (F) | % (F / D) |
| EMPLOYEES | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 956 | 0 | 0 | 956 | 100 | 904 | 0 | 0 | 904 | 100 |
| Female | 70 | 0 | 0 | 70 | 100 | 59 | 0 | 0 | 59 | 100 |
| Other than Permanent | | | | | | | | | | |
| Male | 54 | 0 | 0 | 54 | 100 | 54 | 0 | 0 | 54 | 100 |
| Female | 7 | 0 | 0 | 7 | 100 | 7 | 0 | 0 | 7 | 100 |
| WORKERS | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 185 | 0 | 0 | 183 | 100 | 185 | 0 | 0 | 186 | 100 |
| Female | 3 | 0 | 0 | 4 | 100 | 3 | 0 | 0 | 1 | 100 |
| Other than Permanent | | | | | | | | | | |
| Male | 341 | 288 | 84 | 53 | 16 | 341 | 288 | 84 | 53 | 16 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

3. Details of remuneration/salary/wages:

| Category | Male Number | | Female Number | |
|----------------------------------|-------------|---|---------------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BOD) | 9 | 54,25,000 | 1 | 3,15,000 |
| Key Managerial Personnel | 2 | 69,75,610 | 0 | 0 |
| Employees other than BOD and KMP | 955 | 4,75,992 | 70 | 6,18,228 |
| Workers | 105 | 4,31,508 | 3 | 2,39,268 |

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

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the Human Rights Policy, the Company expects all its relevant stakeholders to respect and comply with the policy principles, and applicable laws, regulations in all territories of its operation.

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

The Company's 'Erica Chatbox' and 24*7' platforms, email and other informal channels of communication forming part of the internal mechanism for grievance redressal of human rights issues. The Company's Human Rights Policy outlines the grievance redressal mechanism.

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

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

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

POSH Policies and other HR policies.

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

Yes, Human Rights requirements form part of the Company's business agreements.

9. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---|---|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment Discrimination at workplace | 100% |
| Wages | 100% |
| Others – please specify | 100% |

All the locations under the entity are assessed on the above parameters, complying with the requirements of the Shop Establishments Act for offices and the Factory Inspector audits at plants and R&D centres.

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

No Corrective actions were suggested - 100% Compliant

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:**

| Parameter | FY 2022-23 | FY 2021-22 |
|--|--------------------|--------------------|
| Total electricity consumption (in Mega Joules) (A) | 1,65,45,686 | 1,70,80,207 |
| Total fuel consumption (in Mega Joules) (B) | 1,15,56,712 | 1,17,57,808 |
| Energy consumption through other sources (C) | - | - |
| Total energy consumption (in Mega Joules) (A+B+C) | 2,81,02,398 | 2,88,38,015 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹ lakhs) | 548 | 654 |

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:

| Parameter | FY 2022-23 | FY 2021-22 |
|---|-----------------|-----------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third party water | 1,02,588 | 1,09,780 |
| (iv) Seawater / desalinated water | 0 | 20,468.214 |
| (v) Others | 4,160 | 5,680 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 1,06,748 | 1,15,460 |
| Total volume of water consumption (in kilolitres) | 1,02,837 | 1,09,526 |
| Water intensity per rupee of turnover (Water consumed / turnover in ₹ lakhs) | 2 | 2 |

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

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

No, we don't have mechanism for Zero Liquid Discharge.

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|---|---------------------|------------|------------|
| NOx | 50 (PPM V/V) | 14.80 | 14.74 |
| SOx | 50 (PPM) | 3.23 | 7.38 |
| Particulate matter (PM) | 150 (µg/m3) | 22.24 | 23.80 |
| Volatile organic compounds (VOC) | 100 (PPM) | 1.06 | 1.09 |
| Hazardous air pollutants (HAP) | 10 (PPM) | 3.87 | 3.87 |
| Others – please specify - Process Stack MF1 Plant - HCL_Scrubber (S7) | 35 (mg/NM3) | 5.67 | 6.34 |

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.

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|--|---|------------|------------|
| Total Scope 1 emissions | Metric tons of CO2 equivalent | 8,322 | 11,269 |
| Total Scope 2 emissions | Metric tons of CO2 equivalent | 16,993 | 17,615 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | tones of CO2 equivalent / turnover in ₹ lakhs | 0.49 | 0.66 |

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

As part of its initiatives to reduce the GHG emissions, the Company has implemented various energy conservation ideas to reduce energy consumption and minimise the carbon footprint.

Following are the significant energy conservation measures taken during the year to reduce GHG emissions:

1. Out-sourced steam with solid fuel Boiler to reduced carbon footprint.
2. Alternative energy source like Hybrid (Wind + Solar) power to reduce carbon footprint.
3. Installation of "Fitch Fuel Catalyst " on Boiler for reduction of gas consumption.
4. Optimisation of cooling tower operation for energy saving.
5. Auto temperature control system installed for Cooling Tower, which will help to save power during winter & monsoon season.
6. Switching to energy efficient pumps.
7. Switching to three-way control valves on AHU (Air Handling Unit).
8. Installed VFD (Variable Frequency Drive) on air compressor to save power.
9. Maintained power factor of electrical supply by installing capacitor.
10. Switching to energy efficient LED (Light Emitting Diodes) lighting.
11. Implementation of Pre-processing and Recycling of hazardous waste in place of waste disposal i.e. Incineration.

8. Provide details related to waste management by the entity

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 33 | 151 |
| E-waste (B) | 0 | 0 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 47 | 277 |
| Battery waste (E) | 0 | 1 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please specify, if any. (G) | 24 | 27 |
| Other Non-hazardous waste generated (H). Please specify, if any. | 134 | 41 |
| (Break-up by composition i.e. by materials relevant to the sector) | | |
| Total (A+B + C + D + E + F + G+ H) | 239 | 499 |
| 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 | 266 | 426 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 266 | 426 |

8. Provide details related to waste management by the entity (Contd..)

| Parameter | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 176 | 217 |
| (ii) Landfilling | 35 | 27 |
| (iii) Other disposal operations | 1 | 0 |
| Total | 211 | 244 |

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

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

The Company integrates a waste management practices with a comprehensive approach towards waste minimization, segregation and safe disposal. As part of hazardous waste disposal mechanism, the Company has disposed waste through recycle, incineration and landfilling.

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

| Sr. 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. |
|---------|--------------------------------|--------------------|---|
| | Navi Mumbai | Manufacturing | Yes |

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 |
|---|--------------------------------------|------------------|---|--|---|
| Industrial Project for Manufacturing of Active Pharmaceutical Ingredients (API) Change in Product Mix | 5 (F) B as per EIA Notification 2006 | October 29, 2018 | Yes | Yes | https://www.rpglifesciences.com |

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:

Yes, All the manufacturing Operations and R & D centers under the entity are in compliance with the applicable regulation and guidelines as per the National and State Level mandates.

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 have affiliations with 4 trade and industry chambers/ associations

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

| Sr. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|---------|--|---|
| 1. | Pharmaceuticals Export Promotion Council of India (Pharmexcil) | National |
| 2. | Bombay Chamber of Commerce and Industry (BCCI) | State |
| 3. | Federation of Indian Export Organisation (FIEO) | National |
| 4. | Indian Drug Manufacturers' Association (IDMA) | 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 |
|-------------------|-------------------|-------------------------|
| Not Applicable | | |

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 | | | | | |

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

| Sr. 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 grievances received are addressed by the concerned authority members.

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

| Parameters | FY 2022-23 | FY 2021-22 |
|--|---------------|---------------|
| Directly sourced from MSMEs/ small producers | 35% | 46% |
| Sourced directly from within the district and neighbouring districts | Not available | Not available |

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.**

There are SOPs available at site to handle activity related to market complaints.

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

| Category | As a percentage to total turnover |
|---|--|
| Environmental product and social parameters relevant to the product | - |
| Safe and responsible usage | 100% (100% of the Company's products carry information about its responsible and safe usage. Due to the criticality associated with the safe and responsible consumption of medicines, the Company displays relevant information on the product labels as per the requirements of national and international drug regulatory bodies.) |
| Recycling and/or safe disposal | - |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|--------------------------------|--------------------------|-----------------------------------|----------------|--------------------------|-----------------------------------|----------------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | Not Applicable | 0 | 0 | Not Applicable |
| Advertising | 0 | 0 | | 0 | 0 | |
| Cyber-security | 0 | 0 | | 0 | 0 | |
| Delivery of essential Services | 0 | 0 | | 0 | 0 | |
| Restrictive Trade Practices | 0 | 0 | | 0 | 0 | |
| Unfair Trade Practices | 0 | 0 | | 0 | 0 | |
| Other | 0 | 0 | | 0 | 0 | |

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

| | | |
|-------------------|---|---|
| Voluntary recalls | 1 | The reasons for recall of products were primarily found to be leakage and out of specification. |
| Forced recalls | 2 | |

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

Yes, the company has Cyber security policy in place as a framework on risk related to data privacy. The policy is available on website of the Company on https://www.rpqlifesciences.com/website/download_document.php?case=FA_RPGLS&a=RPG%20Code%20of%20Corporate%20Governance%20and%20Ethics.pdf&folder=code_of_conduct

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