



## Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.  
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243  
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

4<sup>th</sup> September 2023

Corporate Relationship Department  
The BSE Ltd.  
Dalal Street, Fort  
**Mumbai 400 001.**

Manager – Listing  
M/s. National Stock Exchange of India Ltd  
“Exchange Plaza”, Bandra – Kurla Complex  
**Bandra (E) Mumbai 400 051.**

Scrip Code: 524816

Scrip Code: NATCOPHARM

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report  
for the financial year ended 31st March,2023

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith, the Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31<sup>st</sup> March, 2023, which also forms part of the Annual Report for the FY 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,  
For NATCO Pharma Limited

Ch Venkat Ramesh  
Company Secretary &  
Compliance Officer

Encl: as above

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity:	L24230TG1981PLC003201
2	Year of incorporation:	1981
3	Name of the Listed Entity:	Natco Pharma Limited
4	Registered office address:	NATCO House, Road No. 2, Banjara Hills, Hyderabad - 500034
5	Corporate address:	NATCO House, Road No. 2, Banjara Hills, Hyderabad – 500034
6	E-mail:	investors@natcopharma.co.in
7	Telephone:	040 23547532
8	Website:	www.natcopharma.co.in
9	Financial year for which reporting is being done:	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed:	Equity shares are listed on the National Stock Exchange of India Limited (NSE) and the BSE Limited (BSE)
11	Paid-up Capital:	₹ 365 million
12	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report:	Mr PSRK Prasad, Director and Executive Vice President, Corporate Engineering Services Tel: 8542 226611 psrk@natcopharma.co.in  Mr Rajesh Chebiyam, Executive Vice President, Crop Health Sciences Tel: 040 2354 7532 rajesh.chebiyam@natcopharma.co.in
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):	Disclosures made in this report are standalone basis pertaining only to NATCO Pharma Limited.

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Manufacturing and sale of pharmaceutical products	Chemical and chemical products, pharmaceuticals, medicinal chemicals and botanical products. NATCO operates in two different business segments: pharmaceuticals and agrochemicals. Within the pharma business segment, the Company drives its sales through Finished Dosage Forms (FDFs) and Active Pharmaceutical Ingredients (APIs)	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover
	Manufacture of pharmaceuticals, medicinal chemicals including Active Pharmaceutical Ingredients (API) and Finished Dosage Formulations	210	>90%



### 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
<b>National</b>	9 manufacturing units and 2 R&D Centers	1 Corporate office	12

17. Markets served by the entity:

- a. Number of locations

Location	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	50+

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

For FY 23 the contribution of exports is 73.38% of the total turnover.

- c. A brief on types of customers:

Distributors, Stockists, Hospitals, Government agencies, Top 3 generic companies of the world, Regional players and National players of respective territories/countries.

### IV. Employees

18. Details at the end of the Financial Year:

- a. Employees and workers (including differently abled): 2022-2023

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3434	3101	90.3%	333	9.7%
2.	Other than-Casuals (E)	512	432	84.4%	80	15.6%
3.	<b>Total employees permanent (D + E)</b>	<b>3946</b>	<b>3533</b>	<b>89.5%</b>	<b>413</b>	<b>10.5%</b>
<b>WORKERS</b>						
4.	Permanent (F)	545	493	90.5%	52	9.5%
5.	Other than Permanent (G)	0	0	0		
6.	<b>Total workers (F + G)</b>	<b>545</b>	<b>493</b>	<b>90.5%</b>	<b>52</b>	<b>9.5%</b>

- b. Differently abled Employees
- <sup>1</sup>
- and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED WORKERS</b>						
1.	Permanent (F)	1	1	1	0	-
2.	Other than permanent (G)	0	0	0	0	-
3.	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>

<sup>1</sup>The Corporation does not have differently abled employees

## 19. Participation/Inclusion/Representation of women

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

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

Particulars	FY 2022-23			FY -2021-22			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.4%	1.8%	16.2%	16.1%	1.7%	17.8%	9.5%	0.9%	10.4%
Permanent Workers	3.2%	1.1%	4.4%	0.4%	0.01%	0.45%	0.2%	0.1%	0.3%
Casuals	3.7%	0.4%	4.0%						

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Natco Pharma Inc.	Wholly-Owned Subsidiary Company	100	No
2.	Natco Pharma (Canada) Inc.	Wholly-Owned Subsidiary Company	100	No
3.	Time Cap Overseas Limited	Wholly-Owned Subsidiary Company	100	No
4.	Natcofarma Do Brasil Ltda	Step-down Wholly-Owned Subsidiary of the Company	100	No
5.	Natco Pharma Asia Pte Ltd	Subsidiary Company	100	No
6.	Natco Pharma Australia Pty Ltd	Wholly-Owned Subsidiary Company	100	No
7.	Natco Life Sciences Philippines Inc.	Subsidiary Company	100	No
8.	Natco Pharma USA LLC (Formerly known as Dash Pharmaceuticals LLC)	Step-down Wholly-Owned Subsidiary of the Company	100	No

**VI. CSR Details**

- 22 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
(ii) Turnover in ₹ 23,510 million  
(iii) Net worth in ₹ 47,020 Million

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism <sup>1</sup> in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders		180	12		0	-	-
Investors (other than shareholders)		0	-	-	2	-	-

<sup>1</sup>The Company follows the SEBI Regulations and Companies Act provisions to redressal of Investor Grievances.



#### 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, as per the following format

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	Incase of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Renewable energy	Opportunity	Renewable energy initiatives forms an important aspect of the Company's sustainability driven pursuits, which is also a promising solutions to climate change problem.		Positive Even though the ROI is longer it has instore inevitable benefits of i) Reduction in overall energy cost ii) Reduction in emissions Currently the Company's renewable energy contribution is 27.5% of the total energy requirement.
2.	Conservation – water,energy and waste recycling	Opportunity	Responsible use of resources that includes water conservation efforts, improving energy efficiency, reducing GHG emissions, efficient waste disposal approaches, designing innovative solutions to reduce, reuse and recycle, supports the Company's actions towards sustainable growth.	-	Positive Conservation of resources leads to the following- - Positive economic benefit as it brings about cost-saving - Efficient usage of resources, - Regulatory compliance and beyond. Conscious efforts are undertaken to reduce our freshwater consumption in all operations by implementing water conservation measures, wastewater recycling, condensate recycling, rainwater collection, treatment and reuse, and rainwater recharge initiatives. In the current year,recycled 37.73% of the total water requirement and recycled in cooling towers and other utility applications.
3.	Planning and measurement of social impact	Opportunity	Measuring the social impact of the Company's social responsibility initiatives is a critical driver to ; i) Understand effectiveness and reach of the programme, ii) Enable scale up iii) Set in a systemic approach iv) Ensure long term sustainability of the programme		Positive Identifying initiatives that are not performing well, so that they can be recalibrated and improved, thereby ensuring the investment finds true purpose - Effective programmes can continue to receive funding,enable scale-up to include more communities and impact more lives.
4.	Learning and development	Opportunity	The Company believes learning and development is one of the key factors in equipping employees to contribute sustainably. Training, succession planning and activities that enable employee involvement are the factors for motivate employees to contribute continuously		Positive Consistent efforts towards training in the areas of Quality, cGMP, EHS, skill building, and physical well-being equip employees to align with business needs.
5.	Learning and development	Opportunity	Training, succession planning and other motivational are the factors for employees to contribute continuously		Continuous training towards CGMP, Quality and EHS

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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									
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.	-	ISO 14001	ISO 45001	-	-	-	As per the CSR Rules - Companies Act, 2013	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in a process of developing a mechanism to harmonise commitments, goals and targets across the facilities.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

### Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Integrating sustainability across our value chain begins at the product development stage itself while ensuring realistic development timelines to meet the unmet needs of the patients. Embedding sustainability practices is visible in how we continue to take steps to increase our renewable energy consumption consistently. 27.5% of our total energy requirement is met through renewable energy sources. Sustainable water management is an important part of our environmental protection efforts. We strive to eliminate the disposal of hazardous waste in landfills and by incineration and create utilisation of waste for beneficial use (reuse, recovery, re-processing, recycling, co-processing, and conversion as alternative fuels and raw material (AFR)). We firmly believe that people and communities are the foundation for sustainable growth. At NATCO, we are dedicated to fostering the growth and potential of the people that make up our workforce. Through the NATCO trust, we supported education, healthcare, and social empowerment programmes, leaving an indelible and positive impact on the communities we touch.								
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Sustainability Working Group that comprises senior leaders and key management personnel as members is responsible for decision-making on Sustainability aspects.								



## 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The review mechanism of all the policies is on a need basis by the Key Managerial Personnel or BOD. The policies are reviewed for their applicability, updated, and communicated within the organisation to the relevant stakeholders.														
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is complying with the relevant statutory requirements.														
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						
	N	Y	Y	N	N	N	N	Y	N						

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

The company-related policies, statutory requirements, and processes, based on the need are assessed by an internal mechanism. 3<sup>rd</sup> party assessments are undertaken in the case of the Environment and Safety Management Systems ISO 14001 and ISO 45001 conducted by DNV and a CSR assessment conducted by M/s. Give Grants (i.e., SaathiRe Social Impact Solutions Private Limited).

## 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:

To elaborate this section

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons irrespective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	4	Familiarisation Programme conducted to the Board of Directors and Key Managerial Personnel. On a need basis, updates on various business operations, evolving market dynamics, investor highlights and changes in the regulations, are communicated. During the quarterly updates, financial results, overall business compliance, improvements and concerns on Environmental Safety Health performance, products and processes-related strategies are communicated.	100%
Employees other than BoD and KMPs	198	The employees of the Company undergo various training programmes throughout the year. Comprehensive training sessions covering Code of conduct for Employees, Policy on Sexual Harassment (POSH), ongoing training on current good manufacturing (cGMP), good manufacturing practices(GMP), safety in the pharmaceutical industry, first aid, fire safety, emergency preparedness and physical well- being.	96 %
Workers	176	The workers of the Company undergo various trainings throughout the year. Policy on Sexual Harassment (POSH), skill upgradation, Health & Safety, and Emergency preparedness are conducted based on yearly training schedule.	96 %

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		NIL		
Settlement		NIL		
Compounding fee		NIL		

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

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

Not applicable

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

The anti- corruption or anti-bribery clauses/aspects are covered under Companies Code of Conduct for the Board, Senior Management Personnel and under Employee Code of Conduct for employees.

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

The policy reiterates not to adopt practices that are abusive, corrupt, or anti-competitive. The policy reinforces that the Company shall strive to uphold highest standards of integrity and transparency in its transactions and any bribery and corruption is disallowed which would influence the decision-making mechanism of the Company.

This policy applies to the Board of Directors, Senior Management Personnel and all the employees and shall abided by the Company Code of Conduct and Employee Code of Conduct at all times.

The policy can be accessed on the Company's website, <https://www.natcopharma.co.in/responsibility/business-responsibility-policies-2/>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Director	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil



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

During the FY 2022-23, the Company did not receive any complaints with regard to conflict of interest.

**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:**

	Details of improvements in environmental and social impacts
R&D	Focused on the environmental and safety performance of our processes making our R&D and manufacturing operations create a holistic impact. The use of technology and a proactive approach enables to develop and launch complex and niche molecules with non-infringing processes
Capex	Investing in renewable energy (solar and wind)

**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 organisation is yet to have a procedure in place for sustainable sourcing. However, we are committed to sourcing materials from vendors that produce in an environmentally and socially just manner in line with the required regulatory norms.

**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.**

- E-wastes disposed to authorised e-waste recyclers/collection centers/authorised dismantlers.
- Hazardous wastes disposed to authorised cement industries/authorised pre-processing facilities /authorised TSDF (Treatment Storage Disposal Facility).
- Non-hazardous wastes sent to pre-processing facilities/recyclers.
- Plastic wastes sent to recyclers

**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 Extended Producer Responsibility (EPR) is applicable to the activities of the organisation. An Extended Producer Responsibility (EPR) action plan is in place and is in line with the CPCB guidelines. Registered with CPCB under Plastic waste Rules as "Brand Owner". In the current reporting year, we collected and recycled about 58 tons of various categories of plastic packing materials across different states of India under the Extended Producer Responsibility (EPR) regulation.

**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)	% of employees covered by									
		Health insurance		Accident Insurance		Maternity Benefits <sup>2</sup>		Paternity Benefits <sup>3</sup>		Day Care Facilities <sup>4</sup>	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
<b>Permanent employees</b>											
Male	3101	2414	77.8%	3101	100%	0	0	0	0	-	0
Female	333	196	58.9%	333	100%	333	100%	0	0	-	0
<b>Total</b>	<b>3434</b>	<b>2610</b>	<b>76%</b>	<b>3434</b>	<b>100%</b>	<b>333</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>

<sup>2</sup> Maternity benefits for eligible employees were given as per the statutory requirements.

<sup>3</sup> Employees are provided with Paternity Benefits on a case to case and need basis.

<sup>4</sup> Day care (Creche) facilities are available at the formulation's facilities (Kothur & Nagarjuna Sagar), Vizag and R&D Center but have not been utilised.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities <sup>4</sup>	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
<b>Permanent workers</b>											
Male	493	432	87.6%	493	100%	-	-	-	-	-	-
Female	52	35	67.3%	52	100%	0	0	-	-	-	-
<b>Total</b>	<b>545</b>	<b>467</b>	<b>85.7%</b>	<b>545</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than permanent workers</b>											
Male	432	0	0	432	100%	-	-	-	-	-	-
Female	80	0	0	80	100%	0	0	-	-	-	-
<b>Total</b>	<b>512</b>	<b>0</b>	<b>0</b>	<b>512</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	FY 2022-2023			FY 2021-2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employee	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	22%	1%	Y	31.2%	6%	Y

**3. Accessibility of workplaces**

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

Yes, various sections of the manufacturing facilities have ramps for easy movement of differently abled people. Wheelchair-accessible restrooms are available in the manufacturing facilities.



**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 strongly supports and upholds the human rights of employees working therein. The Company adheres to the fundamental belief in the elimination of discrimination in respect of employment towards their race, caste, nationality, religion, disability, age, sex, marital status, political affiliations, freedom of association and collective bargaining. The Company will not support any abusive behaviour against any individual. The Company does not allow any sort of ill-behaviour including gestures, language, and physical contact, that is sexually coercive, threatening, abusive or exploitative with anyone at the workplace.

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

Our policy for maternity benefits as per the regulatory requirement, is covered for female employees but parental leaves are not applicable.

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

We do have committees that follow a mechanism to receive and redress grievance for both workers and employees.

***Works Committee:***

To discuss and address the working conditions, Process Improvement methods, Health and hygiene Practices, Good Manufacturing Practices, Good Documentation Practices, Productivity Improvement Measures, Preventive Maintenance Measures, Machine Utilisation, Utilities and Resources Utilisation, Absenteeism of Employees, Improvement of Morale of employees, Working Conditions in the Shop floor etc.

***Grievance Redressal Committee:***

To improve the measures for securing and preserving good relations between the management and their employees in order to inculcate a congenial work environment and to make them productive in the workplace.

***IC-POSH Committee:***

With an aim of providing women safety at the workplace, this committee has unit wise meetings to discuss and address the complaints received under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

***Safety Committee:***

To aim of a safety committee is to mitigate the risk of workplace injuries and illnesses.

Safety Committee consists of an equal number of representatives of workers and management to promote co-operation between the workers and the management in maintaining proper safety and health. Safety committees work together to carrying out safety, environmental and occupational health surveys, safety audits, Risk assessment, emergency and disaster management plans and implementation of the recommendations suggested in the reports and create safety awareness amongst all employees.

***Canteen & Welfare Committee:***

To promote and encourage the measures in the factory of their common concern towards Canteen and other welfare measures and address the same, in order to preserve amity and cordial relations between the management staff and workmen.

## 7. Membership of employees and worker in association(s) or Unions<sup>5</sup> recognised by the listed entity:

Benefits	FY 2022-2023			FY 2021-2022		
	Total employee/ workers in respective categories (A)	No. of employees / workers in respective category, who are part of association(s) or Union <sup>5</sup> (B)	% (B/A)	Total employee/ workers in respective categories (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
- Male	0	0		0		0
- Female	0	0		0		0
Total Permanent Workers <sup>6</sup>	545	345	63.3%	513	513	
- Male	493	303	61.5%	419	419	100%
- Female	52	41	78.5%	94	94	100%

<sup>5</sup>Unions (Mekaguda, Kothur, Nagarjuna Sagar and R&D)

<sup>6</sup>In Permanent Employees & Workers we did not consider the casual workers data.

## 8. Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	3101	1769	57.1%	1346	43.4%	3157	1251	39.6%	0	0
Female	333	282	84.7%	175	52.6%	355	146	41.1%	0	0
<b>Total</b>	<b>3434</b>	<b>2051</b>	<b>59.7%</b>	<b>1521</b>	<b>44.3%</b>	<b>3512</b>	<b>1397</b>	<b>39.9%</b>	<b>0</b>	<b>0</b>
<b>Workers + Casuals</b>										
Male	925	907	98.1%	855	92.4%	419	0	0	0	0
Female	132	115	87.1%	130	98.5%	94	0	0	0	0
<b>Total</b>	<b>1057</b>	<b>1022</b>	<b>96.7%</b>	<b>985</b>	<b>93.2%</b>	<b>513</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Annual Appraisal

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3101	2170	69.9	3157	1833	58.1
Female	333	231	69.4	638	158	27.8
<b>Total</b>	<b>3434</b>	<b>2401</b>	<b>69.9</b>	<b>3795</b>	<b>1991</b>	<b>52.5</b>

## 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 of such system?

Yes. We have integrated the Environment Health and Safety (EHS) Management system into the way we manage our business. Our EHS policy navigates the implementation and enables the sustenance of our EHS management system. The



Company provides the necessary resources and support for appropriate EHS initiatives and programmes to ensure the implementation of the EHS policy in line with our business objectives and compliance obligations. Integrating EHS objectives into the business plan, performance tracking and governance processes is an ongoing mechanism. All our manufacturing facilities have implemented safety management systems compliant with local regulations and based on recognised safety management standards. Around 50% of our manufacturing facilities are certified with ISO 45001:2018 & and ISO 45001-2015 standards. Implemented ISO 14001-2015 EMS (Environment Management System) & and ISO45001-2018 OHSM (Occupational Health & Safety Management) Systems at our Formulations manufacturing units located at Kothur, Vizag and Dehradun during the reporting year. Implementation at Nagarjuna Sagar, Guwahati & R&D division is in progress.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

All health, safety and environmental hazards are evaluated, and corrective measures are implemented at the development and manufacturing stages. Process safety is ensured throughout the entire lifecycle of the product right from the design stage of the product and is supported by periodic assessments and monitoring.

Safe operations are ensured with the help of various tools of risk analysis, such as EHS by design checklists, Risk-Based Exposure assessment for all chemicals, Hazard and Operability Analysis (HAZOPs), Hazard Identification and Risk Assessment (HIRA), Qualitative Risk Analysis (QRA), Walkthrough Observations, Plant Safety Inspections, Internal and External Safety Audits. The Company has a process to identify work-related hazards and assess risks on a routine and non-routine basis. Routine activities are covered under Hazard Identification and Risk Assessment (HIRA) and non-routine Activities are covered under the work permit system. Any change in process and facility is addressed through the Change Management System in order to ensure a safe workplace. Additionally, our site leadership teams are involved in proactively identifying unsafe acts and conditions. To protect our employees from hazards, stringent administrative controls, engineering controls, a work permit system, trained workforce equipped with the right personal protective equipment are some of the non-negotiables across our facilities.

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

Yes. Building a safety-oriented mindset in our workforce is at the core of our safety management system. Our interventions focus on enabling employee consultation, participation, and involvement in building a strong safety culture. We have adopted a blended approach encompassing informal interventions, such as toolbox talks, and formalised procedures. Employees are sensitised about embedding a proactive approach to safety in their day-to-day activities. Employees are encouraged to report unsafe acts / unsafe conditions, and near misses and to give suggestions for improving the Safety and Health at the workplace. The company provides a congenial working environment that empowers employees to implement novel ideas.

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

Yes. Each operational site has a qualified doctor and nurses available round the clock to monitor the health of our employees. The sites have a fully functional Occupational Health Centre. We provide comprehensive health insurance schemes to every employee in line with our Group Medical Insurance policy and Employee State Insurance Scheme.

**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	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The organisation consistently focuses on and ensures leadership commitment, line management ownership, employee involvement and awareness for a safe and healthy workplace. The following measures were taken in the current reporting year-

- Facilities are protected with fire hydrant systems, smoke detection and alarm systems, sprinkler systems, nitrogen blanketing systems, gas detection systems, exhaust ventilation systems, closed transfer systems,
- Safety interlocks for process equipment, auto control mechanisms for critical processes and personnel protective equipment are in place,
- Change management system and Pre-Start Up Safety reviews.
- Mechanical integrity assurance by Preventive maintenance.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	12	0	-	8	0	-
Health & Safety	01	0	LEV system provided	0	0	-

**14. Assessments for the year:**

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

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

- Auto modular type fire extinguishing systems installed.
- Onsite emergency plans are revised and updated by incorporating the requirements as per the site-specific potential hazards.
- Emergency exit door assessment was done, and the additional doors were installed as per the assessment report findings.

**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.**

Stakeholders are an integral part of the Company's business. The interests of the stakeholders also have a key influence on our business strategy. We identify stakeholders on the basis of their contribution to the value chain and who influence our business or are part of it. Our methods of stakeholder engagement include surveys (such as supplier, customer, and employee surveys), workshops, online video calls, regular interactions with the CSR teams and impact assessments, periodic updates, investor meetings and calls, and interactions with team members.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (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 and shareholders	No	Annual Report, Media Releases, company website, investor meets etc.	Annual and Quarterly	Financial performance and Business sustainability
Regulators	No	Audits and one and one meetings	Site visits	Permits and mandatory submissions
Vendors	No	Scheduled meetings, emails and calls	Need based	Contracts and audits
Employees	No	Health camps, meets, training programmes, Intranet and reviews	Need based	Policies, benefits and training
Patients	No	Assistance programmes like NATREACH. Patient education leaflets	Need based	Educating the patients
Local Communities	No	Engagement with CSR projects, direct engagement through Natco Trust	Need based	Understanding the well-being of the people and working to improve their lives and livelihoods
Doctors	No	One On One meeting through patient assistance programme	New launches, updates on products	Educating them about newer therapies

**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:

The Company follows all the rules and regulations related to Human rights issues and Human Rights Policy stipulated as per Industrial Laws. For new recruits (employees/workers), the induction programme covers Company related Human Rights Policy and awareness.

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

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	3434	0	0	3434	100%	3512	0	0	3512	100%
Male	3101	0	0	3101	100%	3157	0	0	3157	100%
Female	333	0	0	333	100%	355	0	0	355	100%
<b>Other than permanent Employees</b>										
<b>Casual Employees</b>	512	0	0	512	100%	735	0	0	735	100%
Male	432	0	0	432	100%	638	0	0	638	100%
Female	80	0	0	80	100%	97	0	0	97	100%
<b>Workers</b>										
<b>Contractual</b>	545	0	0	545	100%	513	0	0	513	100%
Male	493	0	0	493	100%	419	0	0	419	100%
Female	52	0	0	52	100%	94	0	0	94	100%

### 3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors <sup>7</sup> (BoD)	5	1,92,00,000.00	0	0
Key Managerial Personnel	2	75,05,463.00	0	0
Employees other than BoD and KMP	3657	5,06,088.00	423	3,25,920.00
Workers- Unionised	344	6,23,544.00	42	5,35,326.00

<sup>7</sup>Refer Annexure V of annual report

### 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, we do have committee responsible for addressing the human rights.

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

The Company adopts an open-door policy to redress any grievances encouraging two-way communication. The Company specifically addresses grievances related to Human Rights by presenting the issue with supervisor, in turn approaches the Human Resources Head at the facility and represents the case to Management.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	None			None		
Discrimination at workplace	None			None		
Child Labour	None			None		
Forced Labour/ Involuntary Labour	None			None		
Wages	None			None		
Other human rights related issues	None			None		

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

The Company deals with Discrimination and harassment cases with seriousness and treated with respect and in confidence.

The Company has a Policy on sexual harassment of employees (As per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013).

This policy is applicable to all the employees and workers of the Company. The Company has constituted an IC – POSH Committee and Grievance redressal Committee to handle such complaints at every facility, R&D and HQ to redress complaints through a well-defined process of investigation with written recommendation to Management along with a correction action plan safeguarding the interest of the complainant.

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

No, However, we have proposed to include a clause that shall be included in future agreements.





## 9. Assessment of the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	State Labour Department
Forced Labour/ Involuntary Labour	State Labour Department
Sexual Harassment	District Administration Officers
Discrimination at workplace	State Labour Department
Wages	State Labour Department
Others – please specify	Factories department for Working hours and safety of Employees and Workmen

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

No observations from the Statutory 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:

Safety Incident/ Number	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Total electricity consumption (A)	192496GJ	197308GJ
Total fuel consumption (B)	289507GJ	173315GJ
Energy consumption through other sources (C) (Solar & Wind Energy)	71913GJ	70242GJ
<b>Total energy consumption (A+B+C)</b>	<b>553916GJ</b>	<b>440865GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	19.70GJ/Million rupees	21.57GJ/Million rupees

**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.

The Company has not undergone any independent assessment / evaluation / assurance by an external agency

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

No

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

Safety Incident/ Number	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	151944KL <sup>8</sup>	69173KL
(ii) Groundwater	108035KL <sup>8</sup>	91630KL
(iii) Third party water	41694KL	43800KL
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>301673KL<sup>8</sup></b>	<b>204603KL</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>301673KL<sup>8</sup></b>	<b>204603KL</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>10.729KL/Million rupees</b>	<b>10.011KL/Million rupees</b>

**Note:** <sup>8</sup> Increase in total water consumption is due to two manufacturing facilities (Crop Health Sciences) commencing operations and two Finished Dosage Formulations units undergoing expansion and commenced operations.

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

The Company has not undergone any independent assessment/evaluation/assurance by an external agency

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

Yes.

Implemented Zero Liquid Discharge (ZLD) systems at 4 of our manufacturing facilities. Two at API units located at Mekaguda – 450KL/D (Telangana state) and at Chennai-250KL/D (Tamilnadu state), third at Crop health Sciences division - 75KL/D [Technical plant located at Attivaram, Naidupeta (Andhra Pradesh state)] and fourth ZLD at Formulations unit at Kothur - 360KL/D (Telangana state).

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	mg/nm <sup>3</sup>	152	140
Sox	mg/nm <sup>3</sup>	201	220
Particulate Matter (PM)	mg/nm <sup>3</sup>	51	45
Volatile organic compounds (VOC)	ppm	<5	<5

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

Yes. We have engaged a NABL accredited, and MOEF & CC recognised third-party testing agency.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	24890	13477
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	43870	44967
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tons of CO <sub>2</sub> Equivalent/Million	2.45Tons/Million	3.455Tons/Million

**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.

The Company has not undergone any independent assessment/evaluation / assurance by an external agency. We have undertaken a self-assessment to review the greenhouse gas emission details.

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

Yes. The Company have been investing in setting up renewable energy facilities at the Company's manufacturing facilities, both solar energy and wind energy. FY 2022-23, the Renewable energy mix is at 27.51% of the total energy consumption, reducing 18426 tCO<sub>2</sub>e of GHG missions. The company's total solar energy capacity is at 6.0MW and Wind energy is at 4.2MW. The facility-wise details are available in the section on Responsible Operations.



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

Parameter	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	58MT	60 MT
E-waste (B)	1.363MT	1.578MT
Bio-medical waste (C)	20.093MT	19.865MT
Construction demolition waste (D)	0	0
Battery waste (E)	468nos	427nos
Radioactive waste (F)	0	0
Other Hazardous waste . Please specify, if any. (G)	2227MT	1955MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A + B + C + D + E + F + G + H)</b>	2306.456 Tons + 468 nos	2016.44 Tons + 427 nos
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Recycled	1555MT	642MT
(ii) Re-used	1058.65MT	1065.42MT
(iii) Other recovery options	33MT	65MT
<b>Total</b>	2646.65MT	1772.42MT
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Incineration	57MT	57MT
(ii) Landfilling	602MT	1191MT
(iii) Other disposal operations (Composting)	104MT	83MT
<b>Total</b>	763MT	1331MT

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

The Company has not undergone any independent assessment/evaluation/assurance by an external agency. We have conducted a self-assessment.

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

Our waste management strategy is aimed at totally eliminating hazardous waste disposal by either sending it to landfills or by incineration. We are focused on the utilisation of waste for beneficial use (reuse, recovery, re-processing, recycling, co-processing, and conversion as alternate fuels (AFR)) rather than disposal by landfilling or incineration.

Following are the Company's waste management practices for hazardous, non-hazardous, and biodegradable waste:

- (i) Hazardous wastes are disposed to authorised disposal facilities:
- Organic Liquid and solid wastes spent carbon sent to authorised cement industries for co-processing.
  - Dried ETP sludge and organic semi-solid residues are sent to authorised pre-processing facilities pre-processing followed by coprocessing in cement kilns.
  - Inorganic solid wastes are sent to TSDF for secured landfilling.
  - Waste oil/used oil sent to authorised re-processors.
  - E-waste is sent to authorised recycling facilities.
  - Used batteries are sent back to manufacturers on buy buy-back basis.

- (ii) Non-hazardous wastes are sent to recyclers/composting/end users:
- Garbage/general waste(combustible) is sent to authorised pre-processing facilities for pre-processing followed by co-processing in cement kilns.
  - Paper waste is sent to ITC for recycling.
  - Metal scrap (SS/ MS) sent to recyclers.
  - HDPE carboys/drums sent to end users/recyclers.
  - Glass waste is sent to recyclers.
- (iii) Biodegradable wastes from the canteen is converted as compost by using the organic waste converter and used as manure for the green belt.

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

Not Applicable

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

Not Applicable

**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. The Company is compliant with the applicable environmental laws/regulations/guidelines.

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

**Essential Indicators**

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

The Company is a member of 9 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.**

S. 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	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
3	Bulk Drug Manufacturers Association of India (BDMA)	National
4	Indian Pharmaceutical Alliance (IPA)	National
5	Indian Drug Manufacturing Association (IDMA)	National
6	Confederation of Indian Industry (CII)	National
7	Pharmaceuticals (PHARMEXCIL) Export Promotion Council of India	National
8	Agro Chem Federation of India (ACFI)	National
9	Hyderabad Management Association (HMA)	State

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

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, in the following format:

Not applicable

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

The mechanism to receive and redress the grievances of the community has been through formal and informal dialogues.

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

	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	16.0%	11.3%
Sourced directly from within the district and neighboring districts (Within Telangana)	48.0%	31%

**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.

All consumer related complaints and feedback are handled by the Marketing department. The Marketing Department receives consumer complaints. It forwards them to the Quality Assurance Department, which investigates the complaint received and in turn the Marketing Department responds back to the consumer. A similar process is followed in case of feedback received from consumer.

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	Not available
Safe and responsible usage <sup>9</sup>	100%
Recycling and/or safe disposal	Not available

<sup>9</sup>The Company displays all the product information on the product label, which is mandatory. The Company also displays general information for patients in order to guide them with respect to usage of certain products.

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Cyber- security	None	None		None	None	-
(i) Quality complaints	0	0	-	26	0	-
(ii) Packing complaints	1	1	-	20	0	-
(iii) Medical complaints	0	0	-	04	0	-

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

The Company did not have any product recalls on account of safety issues in FY 2022-23.

### 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. We are in the process of adoption of the ISO 27001 framework for Information security and we are in the process of being certified during the initial phase of next financial year.

Highlights of the Information security and Data Integrity Policy

- The Company has an Information security and Data Integrity policy in place to protect the Company's information assets and information resources.
- The Policy is applicable to all the employees, contract staff and vendors who use the IT assets and IT resources of the Company to conduct their work internally or externally
- The employees are required to abide by the policy and procedures laid down and therefore ensure the protection of the Confidentiality and Integrity of Information.
- The Company reserves the right to question, audit employee action and take appropriate action if the violation is proven.

The policy is accessible to the employees and is placed on the Company intranet

### 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.

During the FY2022-23, the Company has not been served penalty/action taken by regulatory authorities on the safety of products/services or on any other business-related issues.

On the cyber security side, we are following Cyber Security Measures for all kinds of data.

- We have our internal Information Security Policies
- We have deployed a next-generation firewall to ensure that the company network is protected and so is the data
- We use the latest anti-virus, anti-malware, and protective measures to ensure that data protection is taken care of
- Data leakage protection measures are in place