

August 26, 2024

To

BSE Limited

Corporate Relationship Department
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001.

Scrip code: 512529

National Stock Exchange of India Limited

Listing Department
Exchange Plaza, Bandra-Kurla Complex,
Bandra (East),
Mumbai – 400 051.

Symbol: SEQUENT

Subject: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which forms an integral part of the Annual Report for the Financial Year 2023-24.

This is for the information of the Exchanges and the Members.

For **Sequent Scientific Limited**

Phillip Trott

Company Secretary & Compliance Officer

Membership No. FCS 7403

SeQuent Scientific Limited

Registered Office: 301, 3rd Floor, Dosti Pinnacle, Plot No. E7, Road No. 22, Wagle Industrial Estate, Thane (W), Mumbai - 400604, Maharashtra India

Tel No.: +91-22-4111-4777 | **CIN:** L99999MH1985PLC036685

Website: <http://www.sequent.in> | **Email Id:** investorrelations@sequent.in

Business Responsibility & Sustainability Report

About The Company

At **SeQuent Scientific Limited** we believe in partnering & empowering our stakeholders and creating a culture of transparency and accountability. We see our responsibility to take the lead in sustainable development not only as a duty to the society but also as an opportunity to give back to the society. By embracing sustainable development and going beyond minimum information disclosure requirements and regulatory compliance, we aim to protect and deliver value to all our stakeholders.

On these lines, the directors present the 'Business Responsibility & Sustainability Report' (BRSR) of the Company for FY 24, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. In an endeavour to go beyond and above the statutory requirements of disclosing and describing the initiatives taken by the Company through this reporting mechanism, the Company feels it is necessary to chart out its journey so far and ahead in alignment with the globally accepted ESG principles like UNSDGs. The data presented in this report for previous years has been rationalised wherever necessary.

In this report, the words – 'The Company', 'Sequent', 'We', 'Our' are used interchangeably to denote Sequent Scientific Ltd.



SECTION A:

GENERAL DISCLOSURES



I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** ▶ L99999MH1985PLC036685
2. **Name of the Listed Entity** ▶ Sequent Scientific Limited
3. **Year of incorporation** ▶ 1985
4. **Registered office address** ▶ 301, 3rd Floor, Dosti Pinnacle, Plot No. E7, Road No. 22, Wagle Industrial Estate, Thane West – 400604, Maharashtra, India
5. **Corporate address** ▶ 301, 3rd Floor, Dosti Pinnacle, Plot No. E7, Road No. 22, Wagle Industrial Estate, Thane West – 400604, Maharashtra, India
6. **E-mail** ▶ investorrelations@sequent.in
7. **Telephone** ▶ +91 22 4 1114777
8. **Website** ▶ <http://www.sequent.in>
9. **Financial year for which reporting is being done** ▶ 2023-24
10. **Name of the Stock Exchange(s) where shares are listed : Name of the Stock Exchange(s) where shares are listed:** ▶

Name of the Exchange	Stock Code
BSE Ltd.	512529
National Stock Exchange of India Ltd.	SEQUENT
11. **Paid-up Capital** ▶ ₹498.86 million
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** ▶ Name: Mr. Phillip Trott, Company Secretary
Tel.: +91 22 4 1114777
Email: investorrelations@sequent.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). –** ▶ The disclosures under this report are made on a consolidated basis for Sequent Scientific Ltd. and Indian Operations of Alivira Animal Health Ltd. & Sequent Research Ltd. – which are wholly owned subsidiaries of Sequent Scientific Limited Ltd. – wherever applicable, unless specifically mentioned to be on a standalone basis
14. **Name of assurance provider** ▶ Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023
15. **Type of assurance obtained** ▶ Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023



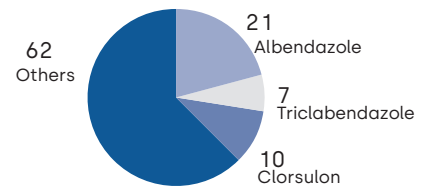
II. Products/services

16. 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
1.	Pharmaceuticals	Manufacturer of high quality Active Pharmaceutical Ingredients (API), Formulations and Research & Testing Activity	100%

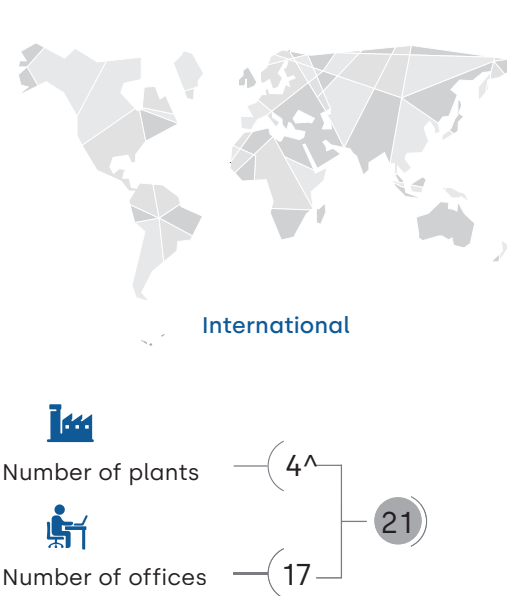
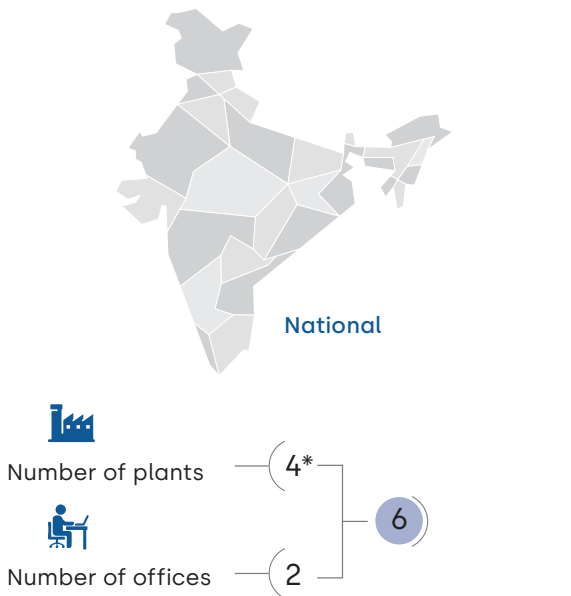
17. Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Albendazole	21005	21
2.	Triclabendazole	21005	7
3.	Clorsulon	21005	10
4.	Others	21005	62



III. Operations

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



*Plant at Tarapur, Maharashtra operations discontinued during the year.

^The International operations are through foreign subsidiaries.

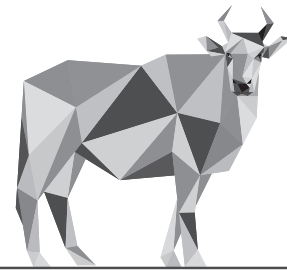


19. Markets served by the entity:

a. Number of locations

National
(No. of States & UTs)
Pan India

International
(No. of Countries)
76



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

Total contribution of exports is 50% of the total turnover of the Company.

c. A brief on types of customers:

Sequent offers products catering to both business-to-business (B2B) and business-to-consumer (B2C) clientele. Our API services target a broad spectrum of global animal health enterprises, encompassing both generic firms and those with proprietary brands within the animal health sector. Meanwhile, our Formulations division serves the consumer market directly.



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	800	722	90.25	78	9.75
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	800	722	90.25	78	9.75
WORKERS						
4.	Permanent (F)	395	395	100.00	0	0.00
5.	Other than Permanent (G)	163	161	98.77	2	1.23
6.	Total workers (F + G)	558	556	99.64	2	0.36

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	1	1	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	1	11.11
Key Management Personnel#^	2	0	0

*Mr. Haribabu Bodepudi joined the Board as a Non Independent Non-executive Director on 7th August 2023

#KMP mean CFO & CS of Sequent Scientific Ltd.

^During the year, Mr. P.V. Raghavendra Rao was the CFO till 25th October 2023, who was succeeded by Mr. Saurav Bhala w.e.f 6th November 2023. Mr. Krupal Shah was the CS till 15th February, 2024 who was succeeded by Mr. Phillip Trott w.e.f 16th February, 2024.

Note: The Board and KMP represent the BOD and KMP of Sequent Scientific Ltd. only

22. Turnover rate for permanent employees and workers (in percent)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.71	29.49	17.04	36.20	40.50	36.60	35.60	40.60	36.00
Permanent Workers	73.91	0.00	73.91	40.00	0.00	40.00	46.00	0.00	46.00



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

23. (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.	Alivira Animal Health Limited (India)	Subsidiary	100.00	Yes
2.	SeQuent Research Limited (India)	Subsidiary	100.00	Yes
3.	Alivira Animal Health Limited, Ireland	Subsidiary	100.00	No
4.	Provet Veteriner Ürünleri San. Ve Tic. A. Ş.	Subsidiary	100.00	No
5.	Topkim Topkapi İlaç premiks Sanayi Ve Ticaret A.Ş	Subsidiary	100.00	No
6.	Fendigo SA	Subsidiary	100.00	No
7.	Fendigo BV	Subsidiary	100.00	No
8.	N-Vet AB	Subsidiary	96.10	No
9.	Alviria Saude Animal Brasil Participacoes Ltda	Subsidiary	100.00	No
10.	Alivira Saude Animal Ltda. (formerly known as Evance Saude Animal Ltda. and Interchange Veterinária Indústria E Comércio Ltda.)	Subsidiary	100.00	No
11.	Evanvet Distribuidora De Produtos Veterinarios Ltda (Formerly known as Evance Saude Animal Ltda.)	Subsidiary	100.00	No
12.	Vila Viña Participacions S.L.	Subsidiary	60.00	No
13.	Laboratorios Karizoo, S.A.	Subsidiary	60.00	No
14.	Laboratorios Karizoo, S.A. DE C.V. (Mexico)	Subsidiary	60.00	No
15.	Comercial Vila Veterinaria De Lleida S.L	Subsidiary	60.00	No



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)
16.	Phytotherapeutic Solutions S.L	Subsidiary	60.00	No
17.	Bremer Pharma GmbH	Subsidiary	100.00	No
18.	Alivira France S.A.S.	Subsidiary	75.00	No
19.	Alivira Italia S.R.L	Subsidiary	95.00	No
20.	Alivira Animal Health USA LLC	Subsidiary	100.00	No
21.	Alivira Animal Health UK Ltd.	Subsidiary	100.00	No



VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹ in Mn) – 1,685.18

(iii) Net worth (₹ in Mn) – 10,872.28

(Above figures are only of Sequent Scientific Ltd.)





VII. Transparency and Disclosures Compliances

25. Complaints/Grievance 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 2023-24			FY 2022-23		
		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	The respective plant heads address the local community grievances.	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes, Statutory mechanism specified under Companies Act & SEBI is followed & investors@sequent.in is the email id to raise grievances	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes, Statutory mechanism specified under Companies Act & SEBI is followed & investors@sequent.in is the email id to raise grievances	Nil	Nil	NA	Nil	Nil	NA
Employees and Workers	Yes (Available on Intranet), HR head of the Company is the grievance redressal authority & hr@sequent.in is the email id to raise grievances	Nil	Nil	NA	Nil	Nil	NA

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 2023-24			FY 2022-23		
		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	Complaints forwarded by field force are dealt with by the respective Zonal head and escalated to the Marketing head as the case may be	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	Our Supply Chain team is the designated forum for all value chain partners to redress their grievances	Nil	Nil	NA	Nil	Nil	NA




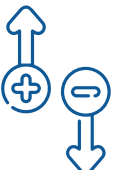
26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

S. 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 opportunity (Indicate positive or negative implications)
1	Affordability & Pricing	Risk	Supplying active pharmaceutical ingredients (APIs) to pharmaceutical companies plays a crucial role in enhancing the accessibility and affordability of medications for patients. This is particularly important in numerous low- and middle-income countries, where access to medicines greatly improves as a result.	Continuous research and development, along with innovation in techniques, processes, and the management of input materials, enable Sequent to reduce this risk. Successful risk reduction contributes to enhancing the sustainability of the market.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>
2	High Value -Limited Number of customers	Risk	Given the business-to-business nature of transactions and the limited number of high-value customers, the loss of one or more of these key clients or a decrease in the volume of business Sequent receives from them could negatively impact our business, financial health, and operational outcomes.	Sequent strives to continually innovate and broaden its customer network in order to lessen business concentration.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022





S. 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 opportunity (Indicate positive or negative implications)
3	Employee Recruitment, Development & Retention	Risk	Animal health and pharmaceutical companies face fierce competition for skilled professionals. The industry relies on highly capable individuals to drive product innovation, conduct clinical trials, manage government regulations, and commercialize new products.	Sequent aims to retain its employees by implementing progressive, employee-friendly practices, especially in light of a limited pool of available talent. This strategic approach can provide us with a competitive advantage in terms of subject matter expertise.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>
4	Supply Chain Management	Risk	In the Animal Health & Pharmaceuticals industry, maintaining high-quality supply chains is crucial for safeguarding consumer health and preserving corporate value. Biotechnology and pharmaceutical companies that neglect to uphold quality standards across their supply chains are at risk of experiencing revenue loss, disruptions in supply, and damage to their reputation.	Sequent prioritizes improving its supply chain program and policies, concentrating on sustainable methods to manage its supply chain effectively, thus safeguarding shareholder value. With robust policies and processes established, Sequent aims to guarantee business continuity in supply chain management.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>
5	Environment Impact Management & GHG	Risk	Sequent's utilization of materials and adoption of processes that are prone to generating greenhouse gas emissions significantly contribute to its negative environmental impact.	Sequent's initiatives to mitigate its environmental footprint and reduce greenhouse gas emissions are outlined in Principle 6 - Essential Indicator 7.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>
6	Business Ethics	Risk	Animal health and pharmaceutical companies must adhere to a multitude of international, national, and state regulations concerning healthcare fraud and abuse. These regulations are put in place to ensure the integrity of healthcare systems and protect patients from fraudulent practices that could jeopardize their well-being.	Sequent adheres to the highest ethical and governance standards by implementing well-documented policies and providing comprehensive training. The Company strives to achieve optimal compliance through robust corporate governance practices, thereby mitigating regulatory risks.	 <p>*There was no negative financial impact for the reporting year 2023-24</p>



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
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies are approved by the functional heads and few of them have been adopted by the Board								
c. Web Link of the Policies, if available									

Sr No	Name of policy	Link to Policy	Which Principles each policies goes into
1	Sequent Familiarization Programmes for Independent Director	https://www.sequent.in/pdf/independent-director/Familiarization_Programme_2023-2024.pdf	P1
2	Code of Conduct for Board & Senior Management	https://www.sequent.in/pdf/code-of-conduct/Code%20of%20Conduct%20&%20Ethics_Board%20of%20Directors.pdf	P1
3	Sequent Policy on Preservation and Archival of Documents	https://www.sequent.in/pdf/policies/SSL_Policy%20for%20preservation%20of%20documents.pdf	P1
4	Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives	https://www.sequent.in/pdf/policies/Sequent_Code%20of%20Conduct%20for%20Insider%20Trading.pdf	P1
5	Code Of Conduct for Fair Disclosure of Unpublished Price Sensitive Information	https://www.sequent.in/pdf/policies/CODE%20OF%20CONDUCT%20FOR%20FAIR%20DISCLOSURE.pdf	P1
6	Risk Management Policy	https://www.sequent.in/pdf/policies/Risk%20Management%20Policy.pdf	P1,P2
7	Sequent Supplier Code of Conduct	https://www.sequent.in/pdf/code-of-conduct/Sequent-Supplier_Code_of_Conduct.pdf	P1,P2
8	Sequent Policy on Determination of Materiality for Disclosure of Events or Information	https://www.sequent.in/pdf/policies/Policy%20on%20Determination%20of%20Materiality%20for%20Disclosure%20of%20Events%20or%20Information_Aug_10_2023.pdf	P1,P4
9	Policy on Related Party Transactions, Materiality of Related Party Transactions, Dealing with Related Party Transactions & Determination of Material Subsidiaries	https://www.sequent.in/pdf/policies/Amended%20Policy%20on%20Related%20Party%20Transactions.pdf	P1,P4,P7
10	Policy on prevention of Harassment & Discrimination	https://www.sequent.in/pdf/policies/ANTI-DISCRIMINATION%20POLICY.pdf	P1,P5,P8
11	Board Diversity Policy	https://www.sequent.in/pdf/policies/SeQuent's%20Board%20Diversity%20Policy.pdf	P1,P8
12	Environment, Health & Safety Policy	https://www.sequent.in/pdf/policies/EHS%20Policy.pdf	P2,P6
13	Sequent's Policy on Director's Appointment and Remuneration	https://www.sequent.in/pdf/policies/Sequent%E2%80%99s%20Policy%20on%20Director%E2%80%99s%20Appointment%20and%20Remuneration.pdf	P3,P4
14	Sequent Policy on Dividend Distribution	https://www.sequent.in/pdf/policies/Sequent_Dividend_Distribution_Policy.pdf	P3,P4



Sr No	Name of policy	Link to Policy	Which Principles each policies goes into
15	Sequent Corporate Social Responsibility (CSR) Policy	https://www.sequent.in/pdf/policies/Corporate%20Social%20Responsibility%20(CSR)%20Policy.pdf	P4,P8
16	Prevention of Sexual Harassment Policy	https://www.sequent.in/pdf/policies/POLICY%20OF%20PREVENTION%20OF%20SEXUAL%20HARASSMENT%20OF%20WOMEN%20(POSH).pdf	P5
17	Employee Grievance Policy	Internal	P5
18	Policy on Equal Opportunity (Part of Anti-Discrimination Policy)	Internal	P8
19	Ethics Policy	Internal	P1
20	IT Policy	Internal	P1,P2,P7
21	Gift Policy (Part of Anti-Corruption Compliance Policy)	Internal	P1,P4
22	Code on Prevention of Insider Trading	Internal	P1,P4,P7
23	Anti-Corruption Compliance Policy	Internal	P1,P7
24	Sustainable Procurement Policy	Internal	P2,P3,P9
25	Human Rights Policy	Internal	P3
26	Flexible Working Hours & Paternity Leave Policy	Internal	P3,P4
27	Employee Insurance Policy	Internal	P3,P5

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 45001: 2018 has been obtained for the Mahad plant. This specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. The Company obtained the certificate in 2022.</p> <p>ISO 14001: 2015 has been obtained for the Mahad plant. This specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. The Company obtained the certificate in 2022.</p> <p>Vizag site secured Establishment Inspection Report (EIR) from US FDA post audit in September 2023.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sequent has already started its ESG journey and it maintains and implements a well-defined Environmental, Health and Safety policy which covers all the subsidiaries, key suppliers, and contractors, and is communicated to all the stakeholders. The Company is in process of evaluating status of its alignment with the Global Initiatives and goals towards sustainable business practices, decarbonization and GHG emission reduction and shall endeavor to consider the same in coming years.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Sequent has already started its ESG journey and it maintains and implements a well-defined Environmental, Health and Safety policy which covers all the subsidiaries, key suppliers, and contractors, and is communicated to all the stakeholders. The Company is in process of evaluating status of its alignment with the Global Initiatives and goals towards sustainable business practices, decarbonization and GHG emission reduction and shall endeavor to consider the same in coming years.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>At Sequent, we are dedicated to enhancing our Environmental, Social, and Governance (ESG) practices in both thought and action. Recognizing the importance of responsible manufacturing in the pharmaceutical sector, we aim to minimize the environmental impact of our operations through efficient resource use, waste management, GHG reduction, and reclamation efforts. Our goal is to align with the target of achieving net-zero emissions in the coming years. By identifying risks and developing mitigation measures, we have begun our journey towards becoming a more responsible and sustainable organization for a better future for the planet.</p> <p>Additionally, we conduct our operations with the highest regard for the welfare and safety of our employees and the communities in which we operate. We promote diversity, inclusivity, and ethical practices, fostering a positive and transparent work culture. With a robust governance framework, we ensure accountability, integrity, and sound decision-making. Our integrated approach to technological development and advancement aims to deliver a wide range of sustainable outcomes across the three pillars of ESG.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Sharat Narasapur, Director Mr. Vedprakash Ragate, Executive Director (w.e.f 17th April, 2024)</p>
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.	<p>The Board of Directors take all the sustainability related decisions.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable.	Periodically
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company monitors and completes the compliances on timely basis.	Quarterly
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. Dhir & Dhir Associates, a Law Firm conducted an evaluation to assess the implementation and effectiveness of policies. The evaluation primarily focused on the effectiveness of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board. It is important to mention that internal auditors and regulatory bodies may review the processes and compliance measures, as necessary.	



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

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



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	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Awareness of BRSR and Its Principles	100.00
Key Managerial Personnel	1	Awareness of BRSR and Its Principles	100.00
Employees other than BoD and KMPs	68	Awareness on BRSR and its principles, Code of Ethics, Company Philosophy Policy on Confidentiality of Company Information, Data Integrity, Whistle Blower Policy, Employee Grievance Policy, Sequent Code of Conduct for Prohibition of Insider Trading, Anti-Discrimination Policy, Policy of Prevention of Sexual Harassment, Economic Sanction Policy, Anti-money Laundering & counter terrorism financing compliance Policy, Ani-corruption compliance Policy, Prohibition of Child Labour, Cyber Crime, PIT Regulations	100.00
Workers	152	Trainings pertaining to Health and Safety, technical trainings, Emergency planning, Mock Drills, Fire Safety, etc	100.00



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 (basis the 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					
Compounding Fee					

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

Note: The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year

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

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



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 developed and implemented the Anti-Corruption Compliance Policy, which is applicable in the jurisdiction where it operates. This policy applies to all directors, officers, as well as full-time, part-time, and temporary employees of the Company. The Policy, along with the internal controls established therein, is designed to prevent bribery or any form of misconduct and enables the Company to promptly and effectively address inquiries regarding its conduct and the conduct of those acting on its behalf.

The policy can be accessed on the intranet of the Company.

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

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





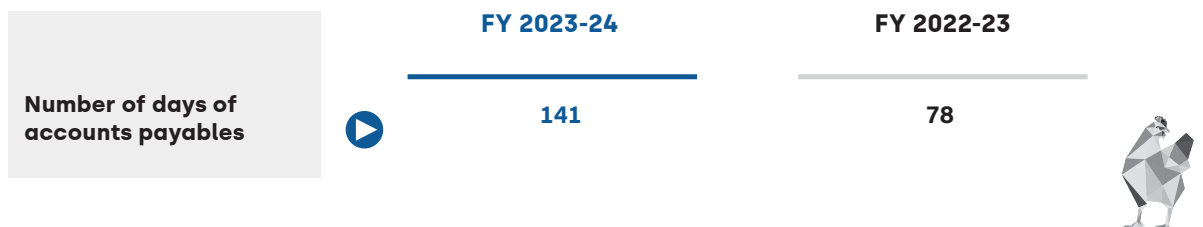

6. Details of complaints with regard to conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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.

The Company has not faced any penalties or sanctions from any regulatory authority.

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



9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	19	21
	b. Number of trading houses where purchases and made from	167	175
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	46	43
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	29	23
	b. Number of dealers/distributors to whom sales are made	938	920
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	22	21
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	25	35
	b. Sales (Sales to related parties/Total Sales)	20	27
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100	100
	d. Investments (Investments in related parties/Total Investments made)	98	100

Note: While considering the Total Sales/Purchases/Loans and advances/Investments, entire total of three entities mentioned in the Reporting Boundary are considered and percentages of RPT's are computed accordingly.

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
3	Code of Conduct, Sustainable procurement, Transportation Safety	Training was imparted to 4 (30%) value chain partners out of 13 value chain partners. They contribute to more than 50% of API business of Sequent and Alivira

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

Yes, according to the Company's Code of Conduct & Ethics policies, if a Director possesses an actual or potential conflict of interest, as outlined in the policies, they are required to disclose the following information to the Board:

- The existence and nature of the actual or potential conflict of interest.
- All relevant facts within their knowledge concerning the transaction that might influence a decision about whether to proceed with it.

The Director is permitted to proceed with the transaction only after obtaining approval from the Board.

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24	FY 2022-23	Details of Improvements in environmental and social impacts
R&D	1%	5%	The Company has enhanced its facilities with investments in fume hoods, flameproof cabinets, laboratory analytical instruments, and upgrades to the fire hydrant system to improve safety. These measures are designed for the proper storage of chemicals to prevent air pollution and to ensure emergency preparedness for fire management.
Capex	11%	7%	The Company has invested in strengthening the Multiple Effect Evaporator (MEE), installing a High COD Tank, and a clarifier, relocating the PESO area, and enhancing the Effluent Treatment Plant (ETP) to improve its efficiency.



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

Yes, the Company sources APIs, intermediates, excipients, raw materials, and packaging materials for the production of intermediates, APIs, and formulations in an environmentally and socially sustainable manner. This practice is underpinned by our sustainable procurement policy, which is internally accessible to all stakeholders as detailed in Section B of this report.

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

Since Sequent tries to procure all the ingredients sustainably, exact computation of percentage is not being done.

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

The Company has a strong protocol in place for managing product end-of-life, hazardous waste, e-waste, and plastic waste. It follows a structured procedure for reclaiming products and ensuring their safe disposal. Waste generated during the manufacturing process is stored and then disposed off to authorized recyclers or TSD (Transport, Storage, and Disposal Facility) sites, in compliance with approved consent and utilizing manifest and TREM card protocols. Plastic waste undergoes detoxification and is disposed off to authorized local scrap vendors. E-waste is segregated, labeled, stored, and ultimately disposed of through manifest to authorized 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.

No, EPR is not applicable to the Company.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
21005	Albendazole	21%	Albendazole end to end life cycle assessment completed internally	No	No

Note: During conducting the LCA, stages from procurement of raw material to dispatch of final product are considered

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/ concern	Action Taken
Albendazole	Generation of hazardous waste may affect employee health	Segregation, dedicated storage & safe disposal to authorized agency
	Air pollution released in environment might affect to nearby community	Wet scrubber provided to scrub vapours & gases generated from process, dust collectors provided to control dust generated from process
	Polluted water released in environment might be harmful to community & flora fauna	Full fledge effluent treatment facility available as primary, secondary & tertiary treatment for low COD & MEE, ATFD for high COD. Treated effluent approx. >90% (Mahad) reused at process cooling tower
	Land contamination	Containment dyke, spill control kit available, training is provided

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
We are into pharmaceutical industry, strictly regulated by provisions regulating our manufacturing processes & usage of inputs material for manufacture of APIs & formulations, which does not allow us to use any reused/ recycled inputs material.		



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

	FY 2023-24			FY 2022-23		
	Re- Used	Recycled	Safely Disposed	Re- Used	Recycled	Safely Disposed
Plastics (including packaging)	At the end of life, there are no reclaimed materials					
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category



Since Sequent does not fall under EPR, there are no packaging material / products reclaimed

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:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	722	722	100.00	722	100.00	0	0.00	722	100.00	0	0.00
Female	78	78	100.00	78	100.00	78	100.00	0	0.00	0	0.00
Total*	800	800	100.00	800	100.00	78	100.00	722	100.00	0	0.00
Other than Permanent Employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

* Percentage of (D) & (E) – maternity and paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024

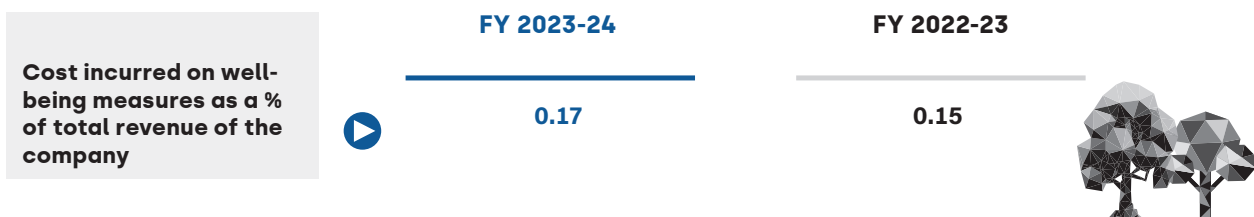


b. Details of measures for the well-being of workers:

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	395	395	100.00	395	100.00	0	0.00	395	100.00	0	0.00
Female	0		0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total*	395	395	100.00	395	100.00	0	0.00	395	100.00	0	0.00
Other than Permanent Workers											
Male	161	13	8.07	13	8.07	0	0.00	7	4.35	0	0.00
Female	2	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00
Total*	163	13	7.98	13	7.98	2	100.00	7	4.29	0	0.00

* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024

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



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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESIC	15.00	76.00	Yes	25.00	83.00	Yes

3. Accessibility of workplaces

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



Yes, the premises are accessible to differently able employees and workers. The Corporate office and plants are equipped with ramps, lifts and other amenities for differently abled employees and workers.

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

Yes, the Company has an Anti-Discrimination Policy that includes a clause on Equal Employment Opportunity. This clause ensures that employment opportunities are provided without any form of discrimination or harassment based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. Additionally, the Company is committed to complying with the relevant legislation regarding these protections.

The Policy can be accessed through <https://www.sequent.in/pdf/policies/ANTI-DISCRIMINATION%20POLICY.pdf>

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	100.00	100.00	100.00	100.00
 Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	NA

Sequent has an Employee grievance policy in place setting out a detailed process starting from an informal discussion with the reporting manager to escalation at Managing Director level. For handling Shareholder's grievances – mechanism set by SEBI is in place. Grievances by other stakeholders are handled at respective levels and by respective functions concerned with the grievance.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	800	0	0.00	821	0	0.00
Male	722	0	0.00	742	0	0.00
Female	78	0	0.00	79	0	0.00
Total Permanent Worker	395	166	42.03	480	171	35.63
Male	395	166	42.03	479	171	35.70
Female	0	0	0.00	1	0	0.00

8. Details of training given to employees and workers:

	FY 2023-24						FY 2022-23			
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	722	722	100.00	612	84.07	742	742	100.00	629	84.77
Female	78	78	100.00	71	91.03	79	79	100.00	72	91.14
Total	800	800	100.00	683	85.38	821	821	100.00	701	85.38
Workers										
Male	556	556	100.00	10	1.80	566	479	84.63	446	78.80
Female	2	2	100.00	2	100.00	3	1	33.33	1	33.33
Total	558	558	100.00	12	2.15	569	480	84.36	447	78.56

Sequent continues to find avenues where the workforce needs to be trained.



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

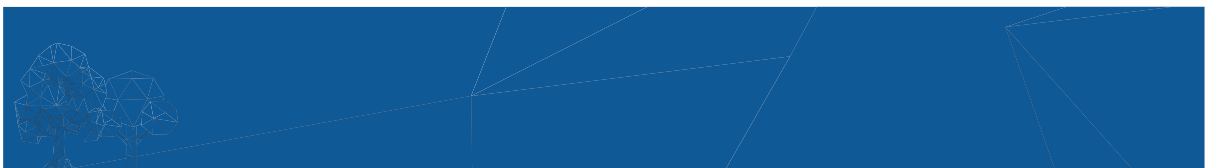
Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	722	719	99.58	742	596	80.32
Female	78	67	85.90	79	54	68.35
Total	800	786	98.25	821	650	79.17
Workers						
Male	556	199	39.79	566	263	46.47
Female	2	0	0.00	3	1	33.33
Total	558	199	35.66	569	264	46.40

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 Company has implemented an Occupational Health and Safety management system at all the plants of Sequent Scientific Ltd. and Alivira Animal Health Ltd. The ISO 45001 (Health & safety Management System) and ISO 14001 (Environment Management System) certification has been obtained for Mahad Plant.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Yes, The processes such as HIRA (Hazard Identification & Risk Assessment), HAZOP (Hazard & Operability Study) have been implemented, and Near Miss and Unsafe Conditions are also being monitored and tracked for all the plants of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Yes. A mechanism and Standard Operating Procedures (SOPs) for reporting Unsafe Conditions, Acts, and Near Miss, enabling the reporting of work-related hazards and outlining plans for prevention of hazards is in place for all the plants of Sequent Scientific Ltd. and Alivira Animal Health Ltd. Oversight of these processes is carried out by the Safety Committee at respective sites and reviewed on regular basis by Management.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, the employee/workers of the Company have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
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 work place.

Following measures are taken to maintain safe and healthy workplace

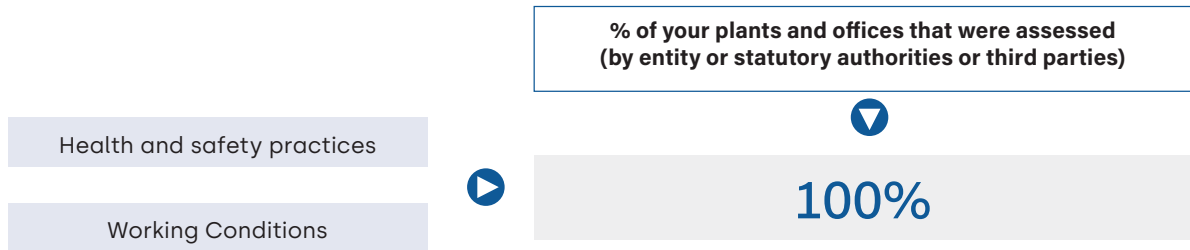


Near miss reporting to minimise incidents	
Trainings provided to employees	PPE issued and used by plant workforce
SCM meetings are conducted with staff and workers	H&S KPI to reduce incidents

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:



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.

Post the assessments on health & safety aspects following corrective/ preventive actions are taken:

Trainings imparted	CAPA shared with employees and training to avoid re occurrence
SOP for incident investigation and CAPA	Root cause, CAPA and actions monitoring
Tracking in ORM (Operational Review Meeting)	Why Why analysis done





Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. The Company offers a Group Term Life Insurance policy and based on the employee's level/grade, with coverage ranging from a minimum of ₹ 5 lakhs to a maximum of ₹ 20 lakhs. The coverage amount for workers is set at ₹ 5 lakhs. The specific coverage for each employee level/grade is outlined in the policy.

The Company also provides Group personal accident policy which provides coverage of 4 times of annual basic salary in case of event of death.

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

At present, there is no system in place to guarantee that statutory payments are being deducted and deposited by value chain partners. Nevertheless, Sequent aims to establish such a mechanism in the future.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No. As per the Human Resources policy, the Company currently does not provide any transition assistance.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	30% assessment done of key suppliers, which contribute to 50% of the API business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
Working Conditions	30% assessment done of key suppliers, which contribute to more than 50% of the API business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.

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

Training provided to value chain partners & regular follow up is taken to ensure compliance.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company's stakeholder engagement process includes identifying both internal and external stakeholders. We then assess the impact of each stakeholder group on our business and vice versa. Following this analysis, we prioritize our key stakeholders to better understand their expectations and concerns. Through ongoing interactions across various channels, we aim to strengthen our relationships and refine our organizational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website	Quarterly	Company Financials
Employees	No	Meetings, Notice boards, Email, Internal Employee Portal, Website	Frequently, need based	Health information, Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness (both psychological and physical)
Value Chain Partners	No	Email, phone calls, online meetings, physical meetings.	Quarterly	For Quarterly rate settlements, development of product or issues in supplies.
Community	No	Newspaper, Website, Pamphlets, Advertisements	Need Based	For business related updates
Regulatory Bodies	No	Website, Newspaper, Email	Periodically	Fair and ethical business practices and Transparency in disclosures
Customers	No	Website, Newspaper, Email, SMS, Pamphlets	Regularly	Product & business-related updates

Leadership Indicators

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

The Company engages in regular discussions with customers, and the feedback gathered is shared during business reviews attended by the Board Members.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Sequent has received guidance from customers and consultants during regular interactions. Equipment at the factories has been updated accordingly.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company actively involves marginalized stakeholders in its CSR initiatives and addresses their concerns. The Company is dedicated to enhancing this approach in the future.



PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	800	800	100.00	821	821	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	800	800	100.00	821	821	100.00
Workers						
Permanent	395	395	100.00	480	480	100.00
Other than permanent	163	163	100.00	89	0	0.00
Total Workers	558	558	100.00	569	480	84.36

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

	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		Equal to Minimum Wage		More than Minimum Wage			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	800	5	0.63	795	99.38	821	11	1.46	810	98.66
Male	722	3	0.42	719	99.58	742	6	0.81	736	99.19
Female	78	2	2.56	76	97.44	79	5	7.59	74	93.67
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	395	29	7.34	366	92.66	480	49	10.21	431	89.79
Male	395	29	7.34	366	92.66	479	49	10.23	430	89.77
Female	0	0	0.00	0	0.00	1	0	0.00	1	100.00
Other than Permanent	163	56	34.36	107	65.64	89	89	100.00	0	0.00
Male	161	54	33.54	107	66.46	87	87	100.00	0	0.00
Female	2	2	100.00	0	0.00	2	2	100.00	0	0.00

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

a. Median remuneration/wages:

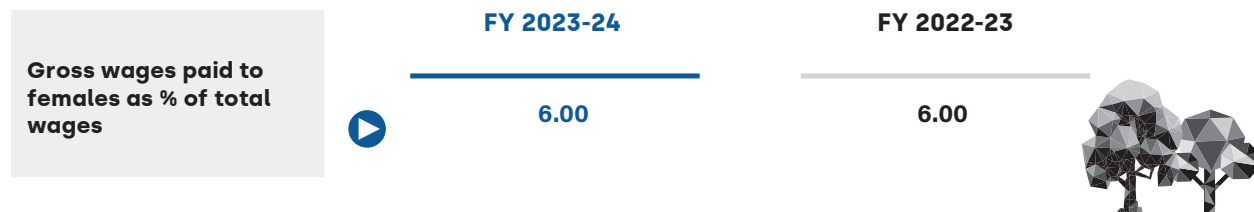
	 Male		 Female	
	Number	Median remuneration/ Salary/ Wages of respective category (in INR per year)	Number	Median remuneration/ Salary/ Wages of respective category (in INR per year)
Board of Directors (BoD)*	8	3,11,80,000	1	0
Key Managerial Personnel	2	37,05,000	0	0
Employees other than BoD and KMP	718	4,07,434	78	4,50,706
Workers	395	2,46,446	0	0

*Out of the 9 Directors, the median remuneration of Mr. Rajaram Narayanan who is Chief Executive Officer & Managing Director has been mentioned above. The remaining 8 Directors do not draw any salary/ commission, except for sitting fees.

^During the year, Mr. P.V. Raghavendra Rao was the CFO till 25th October 2023, who was succeeded by Mr. Saurav Bhala w.e.f 6th November 2023. Mr. Krunal Shah was the CS till 15th February, 2024 who was succeeded by Mr. Phillip Trott w.e.f 16th February, 2024.

Note: The median remuneration of the Board and KMP represent the BOD and KMP of Sequent Scientific Ltd. only. The median remuneration for the above table has been calculated on pro-rata basis.

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



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 Human Resources department is responsible with handling human rights issues within the Company.

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

The Company has developed several policies regarding human rights matters, accessible on their website at <https://sequent.in/policies-financials-subidiaries.aspx>.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1	1	The complaint was under investigation as at end of reporting period*	0	0	NA
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

*as on date the complaint has been resolved and disposed of as per provisions of law

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

Category	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	1.28	0.00
Complaints on POSH upheld	0	0



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

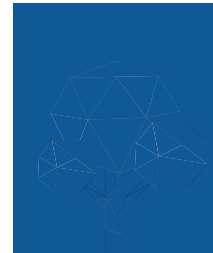
The Company's whistle-blower mechanism which is accessible to employees and workers safeguards the complainant and guarantees the confidentiality of their identity.

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

Yes, The Company has incorporated Human Rights requirements as a part of its business agreements

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%, Regular inspections, both internal and statutory, are conducted at the Company's plants in accordance with standard operating procedures (SOPs) and statutory regulations.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	



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

The significant risk/ observations identified from the aforementioned assessment, along with all routine concerns, are addressed using established standards and standard operating procedures (SOPs).

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints

Not Applicable as no business processes were modified or introduced to address human rights grievances or complaints during the reporting year

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not Applicable as no Human Rights due diligence was conducted during the reporting year

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the premises are accessible to differently abled visitors. The Corporate office and plants are equipped with ramps, lifts and other amenities for differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	30% assessment done of key suppliers which contribute to 50% of the business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
Discrimination at workplace	30% assessment done of key suppliers which contribute to 50% of the business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
Child Labour	30% assessment done of key suppliers which contribute to 50% of the business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
Forced Labour / Involuntary Labour	30% assessment done of key suppliers which contribute to 50% of the business of Sequent Scientific Ltd. and Alivira Animal Health Ltd.
Wages	Not assessed



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

The significant risk/ observations identified from the aforementioned assessment, along with all routine concerns, are addressed using established standards and standard operating procedures (SOPs).

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

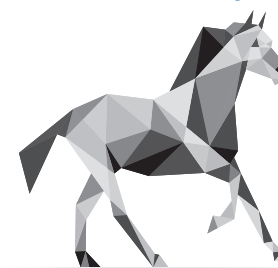
Parameter	FY 2023-24 (In Tera Joules)	FY 2022-23 (In Tera Joules)
From renewable sources		
Total electricity consumption (A)	0.16	0.00
Total fuel consumption (B)	84.04	58.23
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	84.20	58.23
From non-renewable sources		
Total electricity consumption (D)	72.82	60.24
Total fuel consumption (E)	99.74	120.13
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	172.56	180.36
Total energy consumed (A+B+C+D+E+F)	256.76	238.59
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) - TJ/Rs	0.000000046	0.000000036
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000010	0.0000008
Energy intensity in terms of physical output - TJ/Kg	0.038741	0.027680
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Our facilities are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This means that our sites are not subject to the regulations and requirements set forth by the PAT Scheme, allowing us flexibility in our operations while ensuring compliance with relevant energy efficiency and conservation standards.





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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	1,06,746.66	1,09,804.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,06,746.66	1,09,804.00
Total volume of water consumption (in kilolitres)	52,856.06	59,447.07
Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rs	0.0000095	0.0000088
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00021	0.00020
Water intensity in terms of physical output – KL/Kg	0.037797	0.042510
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

*For the Corporate office, the Company has approximated 5 litres of water per person as consumption since the Company operates in a rented premises.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – Full Fledged effluent treatment system available with primary, secondary and tertiary system and treated effluent sent to CETP (Common Effluent Treatment Plant)	35,013.41	36,158.71
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	35,013.41	36,158.71

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company has successfully implemented Zero Liquid Discharge (ZLD) systems at two of its manufacturing facilities: Tarapur and Mahad. At the Mahad Plant, in compliance with operational regulations, the Company operates a Multi Effect Evaporator (MEE) plant with a capacity of 100 cubic meters per day (CMD), an Agitated Thin Film Dryer (ATFD) plant capable of treating 25 CMD, a Reverse Osmosis (RO) plant with a capacity of 120 CMD, and an Effluent Treatment Plant (ETP) processing 120 CMD. This ETP incorporates primary, secondary, and tertiary treatment processes to handle 87.83 CMD of industrial effluent and 13 CMD of domestic effluent. The treated effluent is then recycled for use in process cooling towers, with a maximum recycling capacity of 69 CMD, while the remaining treated effluent, up to 18.5 CMD, is safely disposed of through the Common Effluent Treatment Plant (CETP).

At the Tarapur plant, while in operations, company has implemented a partial ZLD facility. This includes separate treatment systems for High Chemical Oxygen Demand (HCO_D) and Low Chemical Oxygen Demand (LCOD). For HCO_D, the effluent undergoes neutralization in a reactor before being evaporated in a Reboiler. For LCOD, primary, secondary, and tertiary treatments are performed through an ETP and RO plant. According to regulatory consent, the Company is permitted to treat up to 37.8 CMD of industrial effluent and 12 CMD of domestic effluent at the Tarapur facility.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NO _x *	Kg	51,590.87	22,24,350.12
SO _x	Kg	45,544.21	56,560.90
Particulate matter (PM)	Kg	22,349.52	42,424.34
Persistent organic pollutants (POP)		0.00	0.00
Volatile organic compounds (VOC)		0.00	0.00
Hazardous air pollutants (HAP)		0.00	0.00
Others		0.00	0.00

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, In Mahad and Ambernath unit, the independent assessment for stack monitoring analysis has been carried out by Excellent Enviro and in Vizag unit, the same has been done by Savanth Enviro Tech.

*For the financial year 2023-24 NO_x was not monitored quarterly as per the new MPCP consent, hence a considerable difference is observed between the values of 2023-24 and 2022-23

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	20,173.87	17,359.72
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	16,394.13	13,459.92
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.0000066	0.0000046
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Rupees	0.00015	0.00010
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ Kg	0.011723	0.009625
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0.00	0.00

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.



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

In its endeavour to protect the environment and reduce its carbon footprint, the Company takes several initiatives to achieve the same. The consumption of non-renewable polluting fuel is being continuously reduced. Furnace oil (a polluting fuel) was replaced by a Clean fuel (PNG) resulting in reduction in the GHG emissions of the Company in some of its plants. There was a considerable decrease in the total particulate emission as a result of this initiative (60 mg/Nm³ to 43 mg/Nm³). Many other projects are under consideration to achieve the ultimate goal of reduction in energy consumption, waste generation and GHG emissions.

Further to the above, following initiatives help in GHG emission reductions further –

- a. In Mahad, significant environmental initiatives have been undertaken. Outside the plot, covering an area of 7,400 square meters, a substantial plantation project has been completed, with 1,000 trees planted during the 2022-2023 period and an additional 400 trees in 2023-2024. Additionally, solar panels have been installed on the rooftop of the administrative area, with a capacity of 73.5 KW. From July 2023 to March 2024, these panels generated 45,040 KWH of energy, contributing to the site's sustainability efforts.
- b. Installation of new glass line reactors
- c. Installation of light sensors, switch to usage of LEDs
- d. Reduction in carbon footprint through substituting electricity purchase with solar energy & bio fuels for increased energy requirements
- e. Strengthening of Solvent emission controls
- f. Diversion of Hazardous waste for processing for reuse as alternate fuel
- g. Recycling of treated water and reuse for domestic purposes
- h. Installation of vent condensers installed to bulk solvents storage to control solvent emissions
- i. Energy reduction by Installation of VFD's(variable frequency device) such as centrifuges, vacuum pumps, Effluent treatment plant by enabling electric motors to operate at low speed

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	25.11	26.39
E-waste (B)	15.36	0.00
Bio-medical waste (C)	0.32	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.98	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please Specify, if any. (G)	877.07	1,113.58
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	552.09	500
Total (A+B + C + D + E + F + G + H)	1,470.93	1,639.97
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) – MT/Rs.	0.00000026	0.00000024
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000059	0.00000054
Waste intensity in terms of physical output – MT/Kg	0.001051	0.001172
Waste intensity (optional) - the relevant metric may be selected by the entity	0.00	0.00

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
All Category of waste		
(i) Recycled	1.47	66.93
(ii) Re-used	0.0	0.00
(iii) Other recovery operations	217.29	318.41
Total	218.76	385.34
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
All Category of waste		
(i) Incineration	142.36	136.92
(ii) Landfilling	515.96	591.32
(iii) Other Disposal Operations - Co-processing	0.00	0.00
Total	658.32	728.24

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company disposes all its waste as per norms/ regulations and follows the waste management principle of 5.

The hazardous waste generated is packed in suitable containers and sent to designated hazardous waste storage area. The hazardous waste storage area is in compliance with all applicable rules/ laws. The hazardous waste is segregated as per the compatibility in dedicated areas. The waste is labelled and sent to authorised party through an authorised transporter.

The incinerable waste (Spent carbon, biomedical waste, Distillation residue, Process dust) with high Calorific Value is sent to cement manufacturing industry as an alternative to fuel. The plastic waste/ metal waste and other solid non-hazardous waste apart from boiler ash is subjected to in-house detoxification and de-labelling process to ensure all contamination is removed from it before sending it outside to authorised party.

The disposal of non-hazardous waste such as plastic waste and boiler ash is done by sending it to authorised recycler and brick manufacturer respectively. The biomedical waste generated at OHC inside the factory premises are disposed to authorised party.

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

S. No.	Location of operations/ offices	Types 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.
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The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

12. 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
Not Applicable. In accordance with the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the industry/operations are exempt from the requirement to furnish environmental clearance or undergo an Environmental Impact Assessment (EIA).					

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, the Company adheres to all relevant environmental laws and regulations.				

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
 For each facility / plant located in areas of water stress, provide the following information:
- (i) Name of the area : Not Applicable
 - (ii) Nature of operations : Not Applicable
 - (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
(ii) To Groundwater		
(iii) To Seawater		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	Not Assessed for the reporting period	Not Assessed for the reporting period
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.





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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Solar power plant - Mahad	Solar panels have been installed on the rooftop of the administrative area, with a capacity of 73.5 KW. From July 2023 to March 2024, these panels generated 45,040 KWH of energy, contributing to the site's sustainability efforts.	The installation of solar panels on the rooftop of the administrative area, with a capacity of 73.5 KW, has yielded impressive results. From July 2023 to March 2024, these panels generated 45,040 KWH of energy. This initiative substantially contributes to the site's sustainability efforts by reducing dependence on non-renewable energy sources and lowering overall energy costs. The use of solar power mitigates greenhouse gas emissions, thereby decreasing the carbon footprint and advancing the site's commitment to environmental sustainability and energy efficiency. This successful implementation not only demonstrates the viability of renewable energy solutions but also sets a precedent for future sustainability projects.
2	Plantation activity in Mahad	In Mahad, significant environmental initiatives have been undertaken. Outside the plot, covering an area of 7,400 square meters, a substantial plantation project has been completed, with 1,000 trees planted during the 2022-2023 period and an additional 400 trees in 2023-2024.	The plantation project outside the plot, spanning 7,400 square meters, has resulted in the planting of 1,000 trees during the 2022-2023 period and an additional 400 trees in 2023-2024. This initiative is anticipated to sequester approximately 14 metric tons of carbon dioxide annually, making a significant contribution to reducing the carbon footprint. Moreover, the increased green cover will enhance biodiversity, improve air quality, and provide a more pleasant and sustainable environment for the community. The project exemplifies a strong commitment to environmental stewardship and sustainable development, setting a benchmark for similar initiatives in the region.
3	Reuse the treated condensate water in the boiler system.	The water reclaimed from steam condensation in boilers undergoes treatment, typically including processes such as softening, to ensure its quality meets the required standards. Softening involves the removal of minerals and impurities to enhance the water's suitability for reuse within the boiler system.	The implementation of treating and reusing condensate water in boilers is expected to yield a reduction in water intensity. By repurposing this water, there is a decreased reliance on freshwater sources for boiler operations, consequently lowering the overall water consumption associated with the process. This reduction in water intensity reflects positively on the organization's sustainability efforts, demonstrating a more efficient utilization of resources and a commitment to environmental stewardship. Additionally, by minimizing the demand for freshwater, the initiative contributes to mitigating potential strain on local water supplies and supports broader water conservation goals within the community or region. Overall, the outcome underscores the tangible benefits of adopting sustainable practices in industrial operations.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Implementing the principles of the 5Rs for waste management.	The Company ensures that all generated waste is disposed of in accordance with regulatory standards. Moreover, proactive measures are taken to recover, recycle, and internally reuse waste materials wherever feasible. For instance, treated effluent is recycled, contributing to a more sustainable water management system. Plastic waste generation has been curtailed through effective recycling practices. Additionally, the utilization of boiler ash in brick production demonstrates a commitment to maximizing resource efficiency. Furthermore, distillation residue finds beneficial reuse in cement kilns, showcasing the Company's dedication to implementing environmentally sound waste management strategies across various operational facets.	<p>As a result of our proactive waste management initiatives:</p> <ol style="list-style-type: none"> 1. We have attained full compliance with legal regulations, ensuring responsible handling and disposal practices. 2. Our commitment to sustainability is evident through the decontamination and reuse of drums, minimizing waste and resource consumption. 3. Treated effluent is efficiently repurposed for process cooling towers and toilet flushing, leading to a significant reduction in fresh water usage, thereby conserving valuable natural resources. 4. Plastic waste is effectively decontaminated and reused for waste storage purposes, with the remaining portion responsibly directed to recycling facilities, aligning with our efforts to minimize environmental impact. 5. By diverting generated boiler ash to brick manufacturers, we contribute to circular economy principles, promoting the reuse of materials and reducing landfill burdens. 6. We harness energy from hazardous waste, not only minimizing environmental risks but also recovering valuable resources to enhance operational efficiency. <p>Through these comprehensive waste management strategies, we not only alleviate the environmental burden but also drive cost savings by maximizing the reuse and recovery of various materials within our processes.</p>

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

Yes, the Company has a business continuity plan (BCP) for corporates and major plants. The plan is prepared after rigorous discussions/ brainstorming with all relevant stakeholders. The major threats to business are considered among the list of identified risks/hazards/activities. The implementation responsibility of the same in case of major emergencies lies with site heads of respective units.

Apart from the BCPs the Company also has onsite emergency plans. The OSEP deals with all the emergencies/ hazards activities and risks that are within the scope of the organisation to deal with as these risks won't directly cause harm to business. All such incidents are dealt in detail in OSEP.

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

The Company has identified 13 suppliers with whom it has more than 50% API business operations. Out of these 13 value chain partners, 4 partners (30%) were evaluated during the years against certain parameters to assess their impact on Environment, Health and Safety, Sustainability amongst other things. Howsoever



there was no any material adverse impact identified and the value chain partners were assessed to be in compliance with the statutory EHS framework.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company has identified 13 suppliers with whom it has more than 50% API business operations. Out of these 13 value chain partners, 4 partners (30%) were evaluated during the years against certain parameters to assess their impact on Environment, Health and Safety, Sustainability amongst other things.

Note: For FY 2022-23 figures represented above in Principle 6, data for Sequent Research Ltd. and Corporate office of Sequent Scientific Ltd. and Alivira Animal Health Ltd. was not considered because of unavailability of the data and hence there is a deviation in figures for FY 2022-23 and FY 2023-24.

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.

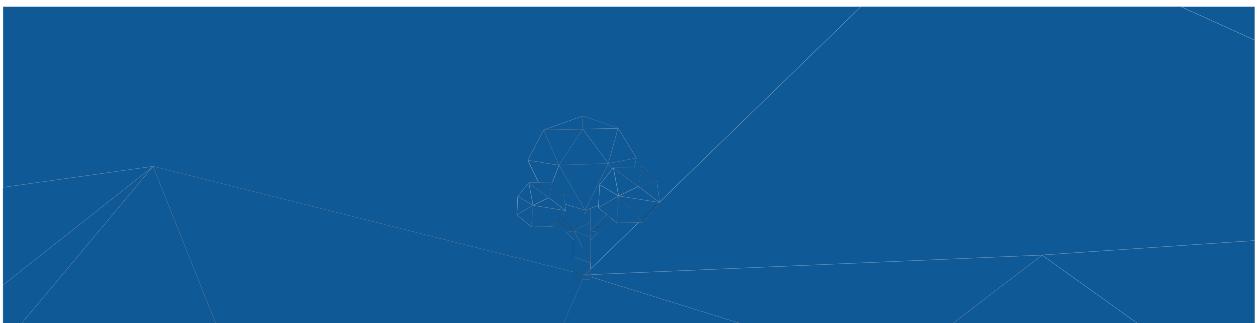
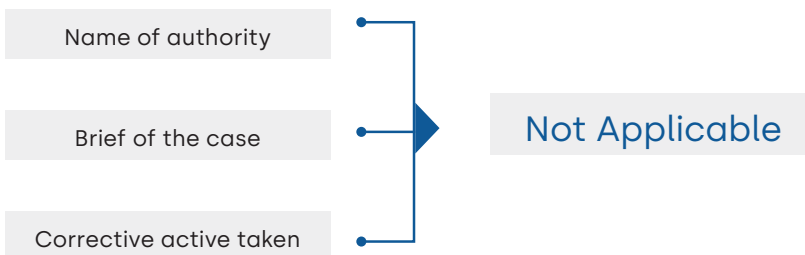
a) Number of affiliations with trade and industry chambers/ associations.

The Company has 7 affiliations with 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	Indian Merchant Chamber of Commerce (IMC)	National
3	Bombay Drug Manufacturer's Association	State
4	Bulk Drug Manufacturing Association, Hyderabad	State
5	Federation of Indian Export Organisations	National
6	Mahad Manufacturer's Association (MMA)	State
7	Jawaharlal Nehru Pharma City Association	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities



Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company actively participates in industry associations to advocate for the advancement of the industry and public good. It adheres to a Code of Conduct Policy to ensure the highest standards of business conduct in its engagements with these trade associations and industry bodies.					

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
Since there are no projects falling under the purview of Social Impact Assessments, it is not applicable to the company.					

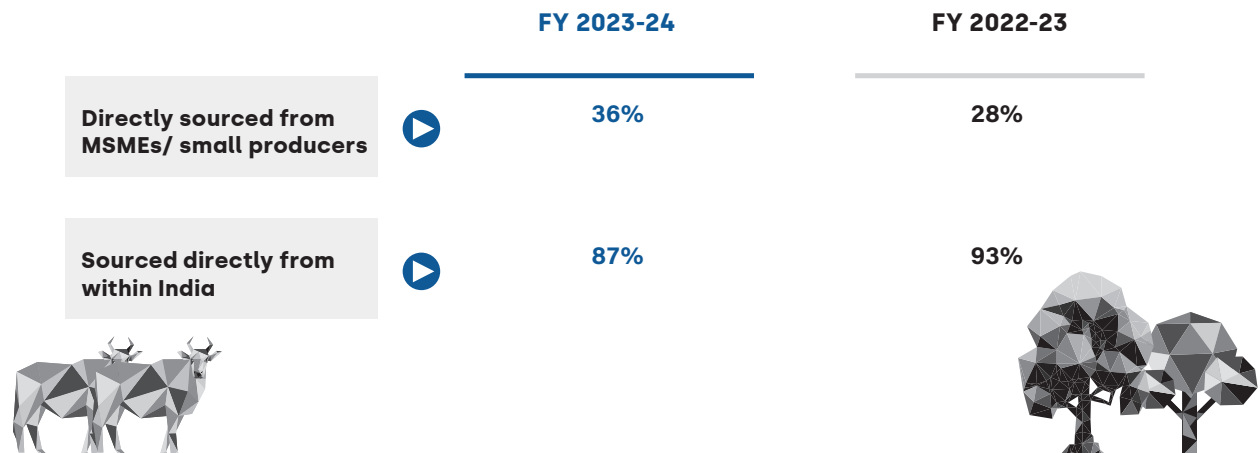
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 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.

Sequent has an Employee grievance policy in place setting out a detailed process starting from an informal discussion with the reporting manager to escalation at Managing Director level. For handling Shareholder's grievances – mechanism set by SEBI is in place. Grievances by other stakeholders are handled at respective levels and by respective functions concerned with the grievance.

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





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

Parameter	FY 2023-24	FY 2022-23
Rural	0.00	0.00
Semi-Urban	46.66	39.97
Urban	53.34	60.03
Metropolitan	0.00	0.00

Leadership Indicators

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

Details of negative social impact identified



Not Applicable for Sequent

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (₹ in Mn)
1.	Andhra Pradesh	Vizag	4.33

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No, The Company does not have a preferential procurement policy
- (b) From which marginalized /vulnerable groups do you procure?
The Company does not procure from any identified marginalized/ vulnerable groups
- (c) What percentage of total procurement (by value) does it constitute?
NIL as the Company does not procure from any identified marginalized/ vulnerable groups
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Our CSR initiatives revolve around Health, Education & Safety. All the beneficiaries of our CSR programme belong to marginalised strata of society. More details are available at CSR Report of the Annual Report.			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company places a high priority on addressing customer complaints transparently and with a focus on resolution. Our consumer policies are effectively implemented to ensure that complaints from both B2B and B2C segments are addressed satisfactorily and with efficiency.

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 Applicable as our product does not require to carry this information
Safe and responsible usage	100.00
Recycling and/or safe disposal	Not Applicable as our product does not require to carry this information

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of es-sential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other – Customer Complaints	NIL	NIL	NA	NIL	NIL	NA
Total	NIL	NIL	NA	NIL	NIL	NA

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

S. No	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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 implemented a policy to manage cybersecurity and address data privacy risks. This policy is accessible to our employees on the company's 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.

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches
NIL, there have not been any such instances during the reporting period
- Percentage of data breaches involving personally identifiable information of customers
NIL, there have not been any such instances during the reporting period
- Impact, if any, of the data breaches
Not Applicable







Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
Customers can access comprehensive product information, including details on product composition, dosage instructions, storage guidelines, safety precautions, and cautionary notes, on the website <http://www.alivira.co/>.
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
Product packaging contains the necessary usage details of the product
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
Customers can access comprehensive product information, including details on product composition, dosage instructions, storage guidelines, safety precautions, and cautionary notes, on the website <http://www.alivira.co/>.
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
Sequent provides the statutorily required information on its products.





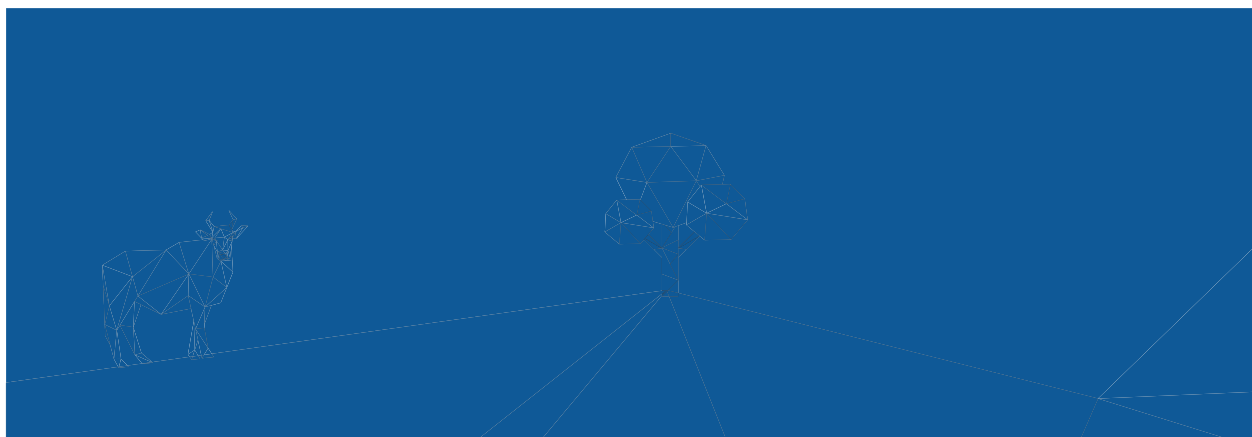
The initiatives taken by Sequent confer with many UNSDGs. The alignment of these initiatives with the NGRBC principles & UNSDGs is as follows:

	<p>SDG 3: GOOD HEALTH AND WELL BEING (P3, P8)</p> <p>The Company covers its employees with insurances and provide various benefits such as maternity benefits, Insurance benefits etc.</p> <p>The Company have developed and implemented new standards and guidelines across our manufacturing sites to mitigate risks. A risk management committee has been established, meeting periodically to monitor progress in risk reduction.</p> <p>The Company's Mahad unit has obtained ISO 45001:2015 certification, demonstrating our commitment to health, and safety standards. This ISO outlines criteria for an occupational health and safety (OH&S) management system and offers advice on its implementation. Its purpose is to help organizations create safe and healthy work environments by preventing work-related injuries and illnesses, and by actively enhancing their OH&S performance. The certificate was acquired by the Company in 2022.</p>
	<p>SDG 4: QUALITY EDUCATION (P8)</p> <p>As part of its CSR commitment, The Company contribute to initiatives that promote the holistic development of underprivileged youth. One such endeavour is our support for the Skill Development Programme in Mangalore and Ambernath</p> <p>The Company is improving education at Zilla Parishad schools by building infrastructure and supplying critical equipment</p>
	<p>SDG 5: GENDER EQUALITY (P3, P4, P5)</p> <p>The Company Annually commemorates International Women's Day with enthusiasm to honour the contributions of our female members and uphold our commitment to diversity, equity, and inclusion, which are deeply ingrained in our values.</p>
	<p>SDG 6: CLEAN WATER AND SANITATION (P6)</p> <p>The Company has Implemented Zero Liquid Discharge (ZLD) technology, through which we recycle 100% of our wastewater, ensuring no liquid effluents are discharged in turn minimizing our water footprint</p> <p>Water dispensers with refrigerators have been installed in various Government hospitals to provide patients, visitors, and healthcare staff with access to cold and clean drinking water</p> <p>The Company is engaged in Recycling of treated water and reuse for domestic purposes</p>

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 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>SDG 7: AFFORDABLE AND CLEAN ENERGY (P2, P6)</p> <p>The Company is actively transitioning from fossil fuels to solar energy to address rising energy demands while continuously refining our processes to minimize the generation of disposable waste.</p> <p>Further to the above, following initiatives has been adopted-</p> <ul style="list-style-type: none">• Installation of light sensors, switch to usage of LEDs• Reduction in carbon footprint through substituting electricity purchase with solar energy & bio fuels for increased energy requirements.• Diversion of Hazardous waste for processing for reuse as alternate fuel• Energy reduction by Installation of VFD's (variable frequency device) such as centrifuges, vacuum pumps, Effluent treatment plant by enabling electric motors to operate at low speed
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION (P2, P6, P9)</p> <p>The Company has implemented a sustainability procurement policy to incentivize their suppliers and vendors to take into account social and environmental considerations. Corporate Social Responsibility (CSR) audits are carried out to evaluate vendors on their environmental, health, and safety practices, along with providing training and fostering competency development.</p> <p>The Company also has in place Supplier Code of Conduct with the aim of outlining expected standards and behaviors for our suppliers.</p> <p>The Company's Amherst unit has obtained World Health Organizations' Good manufacturing practice (WHO-GMP) certification valid up to May 2026</p> <p>The Company continuously optimize its processes to minimize disposable waste. The Company has reduced the production of Hazardous waste by 26.96% compared previous year</p> <p>The Company is proactively adopting a green approach such as reduction of solvent usage, eliminating unit operations, recovering unspent raw materials, reducing the quantity of raw materials used, and minimizing effluent generation to make API manufacturing environmentally sound</p> <p>The Company is committed to safe management of the products by responsibly disclosing information during product labelling. Customers are provided with all relevant product information like product composition, dosage instructions, storage, safety, cautionary notes, etc.</p> <p>The Company is working on several R&D programmes with emphasis on sustainable design philosophy, starting from raw material selection to formulation development and manufacturing.</p>





SDG 13: CLIMATE ACTION (P2, P6, P7, P8)

The Company's Mahad unit is ISO 14001:2015 certified. The ISO specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. The Company obtained the certificate in 2022.

Going green is a step taken towards sustainable development. The Company is proactively adopting a green approach such as reduction of solvent usage, eliminating unit operations, recovering unspent raw materials, reducing the quantity of raw materials used, and minimizing effluent generation to make API manufacturing environmentally sound

Successfully completed EcoVadis sustainability assessment in 2022 & secured 63 score with silver medal for Mahad Plant

To reduce carbon emissions the Company is actively transitioning from fossil fuels to solar energy to address rising energy demands while continuously refining the processes to minimize the generation of disposable waste.

Following initiatives help in GHG emission reductions further –

- Installation of new glass line reactors
- Installation of light sensors, switch to usage of LEDs
- Reduction in carbon footprint through substituting electricity purchase with solar energy & bio fuels for increased energy requirements d. Strengthening of Solvent emission controls
- Diversion of Hazardous waste for processing for reuse as alternate fuel
- Installation of vent condensers installed to bulk solvents storage to control solvent emissions
- Energy reduction by Installation of VFD's(variable frequency device) such as centrifuges, vacuum pumps, Effluent treatment plant by enabling electric motors to operate at low speed



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS (P1, P3, P5, P7, P8)

To ensure integrity, transparency, independence and accountability in dealing with all stakeholders, the Company has adopted various codes and policies to carry out business in an ethical manner. Some of these codes and policies are as follows:

- Code of Conduct for Directors and senior management
- Board Diversity Policy
- Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their immediate relatives
- Code of Conduct for Fair Disclosure of Unpublished Price Sensitive Information (UPSI)
- Policy on Determination of Materiality for Disclosure
- Whistle Blower Policy
- Policy on Preservation and Archival of Documents
- Risk Management Policy
- Anti-Corruption Compliance Policy

Some of the certifications that the Company has received includes approvals from authorities like The United States Food and Drug Administration (USFDA), European Union Good Manufacturing Practice (EUGMP), Therapeutic Goods Administration (TGA), and Health Canada (Department of the Govt. of Canada responsible for National Health Policy) amongst others

**SDG 17: PARTNERSHIPS FOR THE GOALS (P1, P7, P8)**

The Company is associated with the following trade and industry chambers/ associations:






- Indian Merchant Chamber of Commerce (IMC)
- Pharmaceuticals Export Promotion Council of India (Pharmexcil)
- The Bombay Drug Manufacturers Association
- The Hyderabad-based Bulk Drug Manufacturing Association
- Indian Federation of Export Organizations
- Jawaharlal Nehru Pharma City Association
- The Mahad Manufacturer's Association (MMA)

By making financial contributions to NGOs like the Dev Loka Educational Trust and the Chirag Rural Development Foundation, the Company interacts with the community.

Abbreviations used

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	GRI: Global Reporting Initiative
5.	SEBI: Securities and Exchange Board of India
6.	BRSR: Business Responsibility & Sustainability Reporting
7.	ISSB : International Sustainability Standards Board
8.	IFRS : International Financial Reporting Standards

UNSDGs

Goal	Goal statement
 Goal 1 : No Poverty	An aim to eradicate poverty in totality
 Goal 2 : Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
 Goal 3 : Good Health & Well Being	Promotes a better and a healthy lifestyle along with well being GRI: Global Reporting Initiative
 Goal 4 : Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
 Goal 5 : Gender Equality	Ensures no bar with respect to gender and focuses upon women/girl empowerment

UNSDGs	
Goal	Goal statement
 Goal 6 : Clean Water & Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
 Goal 7 : Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
 Goal 8 : Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 Goal 9 : Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
 Goal 10 : Reduced Inequality	Reduce inequality within and among countries
 Goal 11 : Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
 Goal 12 : Responsible Consumption & Production	Ensure sustainable consumption and production patterns
 Goal 13 : Climate Action	Take urgent action to combat climate change and its impacts
 Goal 14 : Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
 Goal 15 : Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
 Goal 16 : Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
 Goal 17 : Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development