

Date: 6th September, 2024

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001 Scrip Code: 539872	National Stock Exchange of India Limited 5th Floor, Exchange Plaza, Bandra Kurla Complex Bandra (East) Mumbai-400051 Symbol : BAJAJHCARE
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Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2023-24 which forms an integral part of the Annual Report for the financial year 2023-24.

The BRSR is also available on the website of the Company at www.bajajhealth.com

Kindly take the above on your record

Thanking you,

**For and on behalf of Board of Directors
of Bajaj Healthcare Limited**

**Apurva Bandivadekar
Company Secretary**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L99999MH1993PLC072892
2	Name of the Listed Entity	Bajaj Healthcare Limited ("BHCL")
3	Year of Incorporation	1993
4	Registered Office address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
5	Corporate address	602-606, Bhoomi Velocity Infotech Park, Plot No. B-39, B-39A, B-39 A/1, Rd No.23, Wagle Ind. Estate, Thane West Thane MH 400604
6	E-mail ID	investors@bajajhealth.com
7	Telephone	+91 22 6617 7400
8	Website	www.bajajhealth.com
9	Financial Year for which reporting is being done	April 2023 – March 2024
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital	₹13,79,92,000
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. Sajankumar R. Bajaj Designation- Chairman & Managing Director Email- bajajhealth@bajajhealth.com Telephone- +91 22 6617 7400
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 Standalone Basis, unless otherwise specified elsewhere in the report.
14	Name of assurance provider	The Company will undertake the assurance of the BRSR in the year of applicability.
15	Type of assurance obtained	Not Applicable

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	Manufacture of Pharmaceuticals	Manufacturing & Sale of branded Pharmaceutical Products	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	Pharmaceutical Products	242	100%

III. Operations

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

Location	Number of Sites	Number of offices	Total
National	9	1	10
International	-	-	-

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

Locations	Number
National (No. of States)	PAN India (28 States & 8 Union Territories)
International (No. of Countries)	62+

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

Currently, the Company exports its products to over 62 countries, contributing 24% to its overall turnover.

c. A brief on types of customers

The Company caters to a wide range of customers, including those in the pharmaceutical & nutraceutical industries. Its customers primarily consist of healthcare professionals, patients, and companies that rely on high-quality Active Pharmaceutical Ingredients (APIs) and formulations. The Company focuses on delivering value-added, cost-effective products with reliable quality and quick lead times, earning the loyalty of both national and international clients

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)	873	810	93%	63	7%
2.	Other than Permanent (E)	16	8	50%	8	50%
3.	Total employees (D + E)	889	818	92%	71	8%
WORKERS						
4.	Permanent (F)	176	172	98%	4	2%
5.	Other than Permanent (G)	505	483	96%	22	4%
6.	Total workers (F + G)	681	655	96%	26	4%

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%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	5	5	100%	0	0%
6.	Total differently abled workers (F + G)	6	6	100%	0	0%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	25%
Key Management Personnel*	1	1	100%

*Key Management Personnel (KMP) includes the Company Secretary.

22. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years) –

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	39%	21%	7%	10%	7%	7%	9%	7%
Permanent Workers	8%	0%	8%	13%	0%	13%	9%	0%	9%

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

23. (a) Names of holding / subsidiary / associate companies / joint venture

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of sharehold by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil	Nil	Nil	Nil	Nil

The Company has no Holding, Subsidiary, Joint Venture of Associate Company.

VI. CSR Details

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

(ii) Turnover – ₹4,821,041,910

(iii) Net worth (in ₹) – ₹2,783,609,425

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company actively engages with the community by carrying a register during visits to peripheral areas, allowing members to submit written complaints that are promptly addressed by authorities. Additionally, through CSR projects overseen by a dedicated committee, the Company collaborates with the community, ensuring project success and encouraging feedback both in person and via the "Contact Us" page on the Company's website - https://www.bajajhealth.com/contact/	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes. Investors and shareholders can easily access dedicated contact information on the Company's website to address any concerns or inquiries they may have - https://www.bajajhealth.com/grievance-redressal/	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	any concerns or inquiries they may have - https://www.bajajhealth.com/grievance-redressal/	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Employees and workers	Yes. The Company has established a comprehensive whistleblower policy that ensures employees and workers can confidentially report any concerns about misconduct, ethical violations, or other issues. This policy provides multiple channels for raising grievances, including email, an online portal, and written complaints, to ensure all concerns are addressed promptly and effectively - https://www.bajajhealth.com/wp-content/uploads/2020/05/whistle-blower-policy.pdf	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Customers	Yes. Customers can address their grievances through multiple communication channels, including email, courier, and the Quality Complaints & Enquiry Form available on our website: http://www.bajajhealth.com/contact/	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Value Chain Partners	Yes. The Company provides a grievance mechanism for value chain partners to raise concerns. Complaints can be submitted via email to bajajhealth@bajajhealth.com . Additionally, value chain partners can report issues through the other contact details available on the Company's "Contact Us" page - https://www.bajajhealth.com/contact/	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other (please specify)	-	-	-	-	-	-	-

The Company is committed to addressing stakeholder concerns swiftly and effectively, ensuring clear and open communication to meet their needs.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality & Safety	Risk	<ul style="list-style-type: none"> Utilizing high-quality and safe pharmaceutical goods ensures improved health outcomes. Compromising on product quality directly impacts patients overall health and well-being. Any oversight in quality can lead to product withdrawals, recalls, and regulatory interventions. Quality lapses can result in reduced sales, reputational risks, and escalated litigation. Such issues can ultimately lead to increased litigation expenses for the company. 	As a Company in the healthcare sector, it places the utmost importance on maintaining the highest standards of product quality. To mitigate risks associated with any potential compromise in quality, it has implemented several key measures. The Company has established a robust system that allows stakeholders to efficiently access and report adverse events or product complaints. The Company is committed to continuously monitoring and managing the safety of all the products throughout their lifecycle, ensuring they meet the stringent quality standards. Additionally, the dedicated Quality Assurance teams conduct regular audits to ensure compliance with these high-quality requirements, reinforcing the commitment to delivering safe and effective products.	Negative
2	Innovation and R&D	Opportunity	<ul style="list-style-type: none"> Qualified research scientists drive innovation, developing differentiated, economical, and eco-friendly products. Research centers are Department of Science and Industrial Research-recognized and equipped with the latest instruments. Expertise in creating intellectual property assets by developing non-infringing, novel, cost-effective, and environmentally friendly processes for APIs, provides a competitive edge in innovation. 	Not Applicable	Positive

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 or opportunity (Indicate positive or negative implications)
3	Energy Conservation/ Efficiency	Opportunity	<ul style="list-style-type: none"> Energy efficiency reduces long-term operational costs and supports decarbonization. Installed solar panels harness renewable Energy, lowering emissions. Continuous monitoring and innovation help minimize the carbon footprint and align with sustainability goals. 	Not Applicable	Positive
4	ESG Compliance & Transparency	Risk	<ul style="list-style-type: none"> ESG compliance risk arises from non-adherence to regulatory standards in the pharmaceutical sector. Non-compliance can damage reputation, lead to legal issues, and resulting financial penalties. Failure to meet standards may negatively impact patient health, causing product recalls and regulatory actions coupled with loss of reputation and impact the brand value. 	<p>The Company is committed to ensuring transparency and accountability by aligning with ESG guidelines and regulations. It has established robust monitoring systems to track ESG compliance across all operations, ensuring that it meets the highest standards.</p> <p>Regular Quality Assurance audits are conducted to verify that the products consistently adhere to safety and quality requirements. It also encourages stakeholders to report any adverse events or product complaints, fostering an open environment for addressing potential issues. By adhering to ESG guidelines, it safeguards health and effectively minimizes regulatory risks.</p>	Negative

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 or opportunity (Indicate positive or negative implications)
5	Human Capital	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> • The rate of employee turnover indicates how frequently employees leave the organization, affecting stability and continuity. • The terms of employee retention are crucial for maintaining a skilled workforce, with inadequate strategies potentially leading to talent loss. • The costs of recruitment pose a financial risk, especially if high turnover rates lead to frequent hiring and onboarding expenses. <p>Opportunity:</p> <ul style="list-style-type: none"> • Human capital is crucial for business success and employee engagement, with a strong focus on competence contributing to organizational growth. • Skilled employees and workers are valuable assets, enhancing efficiency, reducing time on tasks, and minimizing injury risks. • Offering a diverse and needs-based range of training courses, especially in advanced fields like digitalization, supports employee development. • Attracting and nurturing the right talent ensures their professional growth and personal well-being throughout their career with the company. • Providing specialized programs designed for roles requiring upgraded skills helps in maintaining a skilled and adaptable workforce. 	To mitigate human capital-related risks, the Company emphasizes the importance of skill enhancement and knowledge development within its workforce. To this end, it conducts a range of training programs, including sessions on soft skills, new employee induction, ISO standards, problem-solving using quality tools, human rights considerations, work ethics, environmental awareness, fire safety protocols, and plastic waste management. These initiatives not only motivate and engage employees but also foster a workforce that is highly capable, efficient, and prepared to tackle operational challenges while ensuring compliance with regulatory standards.	Negative & Positive

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 or opportunity (Indicate positive or negative implications)
6	Corporate Governance	Risk	<ul style="list-style-type: none"> • Loss of reputation due to non-compliance or ethical lapses. • Incurring or levying of penalties from regulatory breaches or governance failures. • Ensuring satisfaction of both internal and external stakeholders through effective governance practices. • Long-term adverse direct or indirect environmental and social impacts resulting from governance issues. • Operating within the constraints of various laws and regulations, exposing the company to potential legal risks. 	To mitigate corporate governance risks, the Company implements several measures to ensure regulatory compliance and effective management oversight. It regularly tracks compliance with regulatory requirements and reviews any new regulations that may impact the operations. Periodic assurance is provided to the Board, Audit Committee, and Senior Management to maintain transparency and oversight. The policies are regularly revised and updated, with reviews conducted by the Board to ensure they meet current standards. Additionally, it engages professionals and advisors to evaluate risks associated with contracts, assess the legal responsibilities, and manage liabilities. This approach helps to adhere to contractual obligations and mitigate potential risks effectively.	Negative

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 or opportunity (Indicate positive or negative implications)
7	Climate Change	Risk	<ul style="list-style-type: none"> • Pose Physical risks such as floods, fires, heavy rains, etc. • Disruptions in supply chain • Pose Transitional risks like change in regulations, compulsory adoption of renewable energy sources, etc. 	To mitigate climate change risks, the Company has established a comprehensive disaster management plan and installed effective drainage systems to handle unexpected rainfall and temperature fluctuations. Additionally, it leverages advanced technology to combat climate change by using energy-efficient machinery and products. Its commitment to environmental sustainability is further demonstrated through our provision of solar solutions, positioning it as a forward-thinking, customer-centric company dedicated to green initiatives and environmental consciousness.	Negative
8	Community Relations	Opportunity	<ul style="list-style-type: none"> • Strengthen relationships with communities to enhance perception among stakeholders, customers, employees, and investors. • Support social causes to foster customer loyalty and demonstrate commitment. • Maintain strong community ties to mitigate reputational and operational risks during challenges. • Engage with local communities through CSR projects, supporting the Company's enduring presence and sustainable practices. 	Not Applicable	Positive

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 or opportunity (Indicate positive or negative implications)
9	Stakeholder Engagement	Risk	<ul style="list-style-type: none"> • Loss of Reputation • Incurring or levying of penalties • Satisfaction of Internal & External Stakeholders • Long-term adverse direct or indirect impact • Legal & Financial Risks • Brand & Reputational Risk 	<p>The Company has established a clear leadership structure with well-defined roles and responsibilities to ensure effective sustainability management. It continuously monitors and adheres to regulatory requirements to minimize non-compliance risks, conducts periodic reviews to assess new standards, and promptly addresses emerging risks. The Company's policies are regularly revised and upgraded, with comprehensive board reviews to align with evolving sustainability goals and effectively manage associated risks. Additionally, a set process is in place to engage with stakeholders and incorporate their input, while maintaining strong stakeholder relationships through a transparent approach to business.</p>	Negative

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 or opportunity (Indicate positive or negative implications)
10	Occupational Health & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> • Workplace accidents and injuries can result in employee absenteeism, disrupting operations and causing delays in project timelines. • Reduced productivity may occur as a direct consequence of injuries, impacting overall efficiency and output. • Increased healthcare costs and potential legal liabilities can arise from workplace incidents, leading to higher operational expenses. • Lower employee morale may also develop as a result of unsafe working conditions, potentially increasing turnover rates and affecting workforce stability. <p>Opportunity:</p> <ul style="list-style-type: none"> • Implemented an Occupational Health Center. • Established a system for prompt incident reporting to ensure timely resolution and prevention of future occurrences. • Provided regular health and safety training to employees to enhance awareness and ensure compliance with OHS standards. 	<p>To mitigate the risks of accidents and injuries and ensure Occupational Health and Safety (OHS), the Company has implemented several key measures. Medical kits and first aid supplies are readily available at all sites to provide immediate response in emergencies. Additionally, on-site medical support is ensured through regular visits from a doctor twice a week, addressing any medical needs promptly. Comprehensive safety manuals are accessible at each plant, offering detailed guidelines and protocols to maintain a safe working environment. Regular health and safety training sessions are conducted for all employees and workers, focusing on safety practices, emergency response procedures, and proper use of protective equipment. To further enhance safety, routine safety audits and inspections are carried out to identify potential hazards and ensure compliance with safety standards. Emergency response drills are scheduled periodically to prepare employees for various types of incidents, and employee feedback mechanisms are in place to report safety concerns or suggestions, fostering a proactive approach to safety and continuous improvement.</p>	Negative & Positive

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 or opportunity (Indicate positive or negative implications)
11	Diversity and Inclusion	Opportunity	<ul style="list-style-type: none"> Unbiased hiring and growth opportunities ensure merit-based recruitment and career advancement. Compliance with the internal Equal Opportunity Policy reinforces fair and equitable treatment. Accessibility of office premises supports inclusivity for differently abled individuals. CSR initiatives for marginalized and vulnerable groups contribute to social equity and empowerment. 	Not Applicable	Positive

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The Company's comprehensive suite of policies, including the Whistle-blower Policy, Code of Conduct, etc. fully integrates the elements of the 9 principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC).								
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The Board of Directors, along with various functional committees/ senior management, has approved all statutory policies mandated by SEBI's Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015, as well as several additional voluntarily adopted policies.								
c. Web Link of the Policies, if available	The Company's policies are readily accessible on its website through a designated web-link- https://www.bajajhealth.com/policies/								
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, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's policies and guidelines align with the 9 Principles of the National Guidelines on Responsible Business Conduct (NGRBC) and are recognized under various national and international standards.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>The Company has achieved the following certifications:</p> <ul style="list-style-type: none"> i) ISO 9001:2015 ii) HACCP Certification iii) Star-Kosher and OK Kosher Certification iv) GMP Certification v) Halal Certificate vi) FSSAI License vii) FSSC 22000 								
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Cultivate a Diverse and Inclusive Environment: Develop a workplace culture that values diversity through inclusive hiring practices and continuous employee development.</p> <p>Adopt Sustainable Practices: Incorporate environmentally friendly practices into operations by minimizing carbon emissions, leveraging digital solutions, and supporting eco-conscious initiatives.</p> <p>Support Employee Wellbeing: Boost employee satisfaction and productivity with robust wellness programs, skill development opportunities, mental health resources, career growth initiatives, and efforts to promote a healthy work-life balance.</p>								
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company is actively working towards its goals and will track progress as necessary.</p>								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the Director responsible for the Business Responsibility Report of the Company, I am pleased to share our unwavering commitment to Environmental, Social, and Governance (ESG) principles, which are integral to our business strategy and operations.

ESG Challenges:

In our journey towards sustainability, we face several challenges, including managing the environmental impacts of our operations, ensuring the health and safety of our employees and workers, and maintaining robust governance practices across our value chain. Adapting to the rapidly changing regulatory landscape and meeting the evolving expectations of our stakeholders also present ongoing challenges. Additionally, the transition to more sustainable business practices requires continuous investment in new technologies and processes, which can be resource-intensive.

ESG Targets:

To address these challenges, we have set ambitious targets that align with our long-term sustainability goals. We aim to achieve Zero Liquid Discharge (ZLD) across all our manufacturing units, further reduce our greenhouse gas emissions, and continue to eliminate hazardous waste landfilling in the foreseeable future. We are also focused on enhancing our energy efficiency through initiatives such as the installation of solar panels, replacing old insulation to prevent heat loss, and transitioning to LED lighting across our facilities. On the social front, we are committed to ensuring the well-being of our employees and workers by providing access to comprehensive healthcare services, maintaining a safe and healthy work environment, and offering transition assistance programs.

ESG Achievements:

We are proud of the significant progress we have made in our ESG journey. Our Panoli unit has already achieved ZLD status, and we are actively working to extend this achievement to other units. We have successfully implemented several projects to reduce our carbon footprint, including the installation of solar panels, the replacement of mercury vapor lamps with LED lights, and the promotion of indoor and outdoor plantation to improve air quality. Our commitment to waste management has resulted in the elimination of hazardous waste landfilling and the responsible disposal of plastic, e-waste, and other hazardous materials in compliance with regulatory standards.

In conclusion, while the path to sustainability is challenging, it is one we are committed to navigating with determination and responsibility. We remain focused on achieving our ESG targets and continuously improving our practices to create long-term value for our stakeholders and contribute to a more sustainable future.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anil C. Jain- Managing Director, holds the responsibility for overseeing sustainability issues and implementing Business Responsibility policies.								
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.	Mr. Sajankumar R. Bajaj- Chairman & Managing Director is the responsible personnel for decision making on sustainability related aspects.								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	The policies are regularly reviewed at set intervals or as required by management. Additionally, annual evaluations are held during board meetings to assess their effectiveness and offer recommendations for any necessary adjustments or enhancements.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has established procedures to ensure full compliance with all applicable regulations.								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No, the Company has not conducted any assessments by external agencies. However, policies are reviewed internally as and when needed.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	2	The Company organized a comprehensive familiarization program for its Board of Directors (BODs) and Key Managerial Personnel (KMPs). This program encompassed a range of topics, including: <ul style="list-style-type: none"> • Corporate Governance Practices • Risk Management • Cyber-security • Work Ethics through the Code of Conduct • Compliance and Regulatory Updates • Innovation and R&D • Human Rights, including the Prevention of Sexual Harassment (POSH) • Employee Well-being • And, other relevant regulatory updates 	100%
Key Managerial Personnel	2		100%
Employees other than BoD and KMPs	4	Employees and workers receive various training and awareness sessions, including induction training, leadership development, policy and compliance updates, and technical skills enhancement. In line with the 9 NGRBC principles, additional training covers cyber-security, ethical conduct, human rights, environmental sustainability, etc. These sessions aim to ensure a well-rounded and compliant workforce.	40%
Workers	3		62%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No major fines, penalties, etc. were imposed on the entity or its management during the FY				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No imprisonment or punishment was imposed on the entity or its management during the FY			
Punishment				

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
Not Applicable	

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

Yes, the Company has established a comprehensive anti-bribery policy as part of its Code of Conduct, reflecting the Company's unwavering commitment to ethical business practices and adherence to all relevant anti-bribery laws.

The policy applies to all employees of the Company, including those who are permanent, temporary, or on contract, as well as those working through contractors, retainers, or as full-time consultants. Additionally, it covers members of the Board of Directors. This broad application ensures that every individual associated with the Company is held to the highest standards of integrity and ethical behavior.

The anti-bribery policy specifically prohibits the acceptance of gifts, presents, or gratuities of more than nominal value from suppliers or customers. Such practices are viewed as serious breaches of discipline, as they can create conflicts of interest and potentially compromise the Company's interests. Employees and directors are expected to avoid any actions that could undermine the Company's reputation or integrity.

The policy also extends to the Company's business partners, including suppliers, service providers, agents, and channel partners such as dealers and distributors. These partners are required to adhere to the same principles of integrity and ethical conduct outlined in the policy.

To ensure effective implementation and compliance, the Company conducts regular internal reviews and provides ongoing training to all personnel. This proactive approach helps to reinforce the policy's principles and address any potential issues promptly.

The Code of Conduct is accessible at <https://www.bajajhealth.com/wp-content/uploads/2020/05/Code-of-Conduct.pdf>.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

No disciplinary actions have been taken against Directors, Key Managerial Personnel (KMPs), employees, or workers by any law enforcement agency related to bribery or corruption charges.

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

Complaints have not been received in regards to any instances of conflict of interest for Directors or KMPs during both the FY.

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.

During the FY, there have been no cases of corruption or conflicts of interest, and no fines or penalties have been imposed by regulatory bodies, law enforcement agencies, or judicial institutions. As a result, no corrective actions were necessary.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	128	81

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors to whom sales are made	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

There have been no transactions of this nature made during the FY.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

During the FY, the Company did not conduct specific training sessions for its value chain partners. However, it is actively working to integrate these partners into its sustainable practices as part of its broader environmental, social, and governance (ESG) initiatives. Recognizing the vital role that suppliers play in its Business Responsibility and Sustainability agenda, the Company is developing ESG-related awareness programs for its value chain partners. These future programs will focus on educating partners about ESG principles and reporting, in alignment with the National Guidelines on Responsible Business Conduct (NGRBC). The Company aims to enhance sustainable capacity building and improve transparency and accountability throughout its value chain.

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

Yes, the Company has implemented robust processes to manage conflicts of interest involving members of the Board. All directors, senior management, and employees are required to uphold the highest standards of honesty and integrity, ensuring that their personal interests do not interfere with their obligations to the Company. They are mandated to disclose any personal, financial, or other interests that might create a conflict with the Company's interests. Upon disclosure, the potential or actual conflict is reviewed by higher management or an ethics committee, which assesses the nature and implications of the conflict. The review process involves determining appropriate actions to address and mitigate the conflict, which may include measures such as recusal from specific decisions or activities where the conflict arises. The Company continuously monitors and reassesses potential conflicts, providing regular updates and training to ensure that all personnel are aware of their responsibilities and the procedures for managing conflicts. These processes are designed to ensure transparency, uphold ethical standards, and protect the integrity of the Company's decision-making and operations.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**ESSENTIAL INDICATORS****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	(Current Financial Year) (FY 2023-24)	(Previous Financial Year) (FY 2022-23)	Details of improvements in environmental and social impacts
R&D	-	-	Not Applicable
Capex	-	3.39%	During this FY, the Company did not make capital investments specifically aimed at enhancing environmental and social impacts. However, in the previous year, significant investments were made in a water treatment plant and a multi-effect evaporator, reflecting its ongoing commitment to environmental stewardship. The Company remains dedicated to supporting environmental and social initiatives and will continue to evaluate and invest in such projects whenever feasible and appropriate. The Company's commitment to these initiatives underscores its dedication to sustainability and social responsibility.

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

Yes, the Company has established comprehensive standard operating procedures (SOPs) for sustainable sourcing. These procedures are designed to thoroughly assess and approve vendors, ensuring that the supplier network adheres to high sustainability standards. The Company conducts regular evaluations of these procedures to maintain a dynamic and responsible supply chain.

The procurement strategy encompasses both local and international suppliers who meet the rigorous approval criteria. The Company has a dedicated quality assurance team that continuously monitors and audits its vendors to ensure the consistent quality of its products, with a particular focus on those providing essential components. This ongoing commitment to sustainability is integral to its procurement process, reflecting its dedication to environmental and social responsibility.

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

The Company is working towards maximizing sustainable sourcing for all its purchases. Currently, specific percentages of sustainably sourced inputs are not available, but we are committed to increasing this proportion as part of Company's sustainability goals.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

(a) Plastics- The Company ensures that all plastic waste is collected and sent to authorised scrap dealers for proper disposal.

(b) E-waste- The Company complies with e-waste regulations by ensuring that all electronic waste is collected and disposed of solely through authorized scrap collectors and vendors.

(c) Hazardous waste- Hazardous waste is collected, sent for recycling or co-processing through authorized third-party recyclers, and disposed of in accordance with hazardous waste management regulations.

(d) Other waste- Other waste is managed and disposed of following the regulations and guidelines established by local regulatory authorities.

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

Yes, the Company responsibly manage post-consumer plastic waste by recovering an equivalent volume of plastic waste generated by its products. This practice complies with Extended Producer Responsibility (EPR) standards. The action plan for EPR is carefully designed to meet CPCB requirements, ensuring a structured approach to managing these responsibilities.

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.
Nil	Nil	Nil	Nil	Nil	Nil

No Life Cycle Assessments were conducted during the FY for any of the products. However, the Company is planning to conduct the same in the coming years for its core products.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nil	Nil	Nil

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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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 % of total products sold in respective category
Nil	Nil

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	% Of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	810	810	100%	810	100%	0	0%	0	0%	0	0%
Female	63	63	100%	63	100%	63	100%	0	0%	0	0%
Total	873	873	100%	873	100%	63	7%	0	0%	0	0%
Other than permanent employees											
Male	8	8	100%	8	100%	0	0%	0	0%	0	0%
Female	8	8	100%	8	100%	8	100%	0	0%	0	0%
Total	16	16	100%	16	100%	8	50%	0	0%	0	0%

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

Category	% Of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity 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	172	172	100%	172	100%	0	0%	0	0%	0	0%
Female	4	4	100%	4	100%	4	100%	0	0%	0	0%
Total	176	176	100%	176	100%	4	2%	0	0%	0	0%
Other than permanent workers											
Male	483	483	100%	483	100%	0	0%	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0%	0	0%
Total	505	505	100%	505	100%	22	4%	0	0%	0	0%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.30%	0.28%

The Company is committed to enhancing employees and workers well-being by prioritizing health and stress management through various in-house initiatives, such as celebrating birthdays, festivals, and other engagement activities. The Company plans to increase its investment in these engagement efforts to further support and improve employees & workers well-being.

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 Previous Financial Year		
	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	99.80%	100%	Y	99.81%	100%	Y
Gratuity	99.70%	100%	Y	99.72%	100%	Y
ESI	34.45%	28.55%	Y	34.41%	32.73%	Y
Others-Please Specify	-	-	Not Applicable	-	-	Not Applicable

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.

The Company upholds a strong commitment to equality and inclusivity, which is integral to the workplace ethos. The facilities and offices are designed to be fully accessible to employees and workers with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016. It ensures that accessibility features, such as ramps, elevators, and other necessary adaptations, are integrated into the design of the premises from the outset.

In addition to meeting the legal requirements, the Company continuously reviews and enhances the infrastructure to further support the needs of employees with disabilities. This ongoing commitment reflects the dedication to creating an inclusive work environment where all employees can thrive. The Company remains vigilant in making any necessary improvements to ensure that the facilities remain fully accessible and supportive for everyone.

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 upholds an equal opportunity policy that aligns with the requirements of the Rights of Persons with Disabilities Act, 2016. Its commitment to equal opportunity and non-discrimination is embedded in its Code of Conduct, which explicitly prohibits discrimination in any aspect of employment. This includes recruiting, hiring, training, promotion, compensation, and other terms and conditions of employment.

The Code of Conduct ensures that decisions are based solely on merit, qualifications, and job-related performance, rather than on non-job-related characteristics such as race, color, ethnicity, gender, sexual orientation, age, religion, disability, veteran status, or any other legally protected status. Discriminatory practices based on these characteristics are both against the policies and illegal under the laws of many countries. The Company is committed to maintaining impartiality and ensuring that qualified individuals are given the opportunity to advance within the organization. This dedication extends to adhering to all relevant laws that ensure equal employment opportunities for all. This policy is designed to create a fair and inclusive work environment where all employees and job applicants have equal access to opportunities and can contribute to the Company's success without facing discrimination.

The equal opportunity policy can be accessed at <https://www.bajajhealth.com/wp-content/uploads/2020/05/Code-of-Conduct.pdf>. This document outlines the Company's dedication to providing a workplace that is inclusive and equitable for all individuals, ensuring that each person has the chance to reach their full potential.

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	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

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, the Company has implemented comprehensive mechanisms to address and resolve grievances for all employees and workers, ensuring a culture of transparency, equity, and openness. Its approach is anchored in the Whistle-Blower Policy, which provides a secure and confidential platform for employees and workers to report concerns about unethical practices, misconduct, or violations of Company policies. This policy is designed to encourage employees & workers to come forward without fear of retaliation, thereby fostering a safe and accountable work environment. Employees & Workers can raise their grievances directly to the Human Resources (HR) Manager or their immediate supervisors, ensuring that issues are addressed promptly and effectively. For those who prefer to remain anonymous, the Company has established a suggestion box located at the registered office, allowing concerns to be reported without revealing the individual's identity.
Other than Permanent workers	
Permanent employees	When a grievance is received, it is meticulously reviewed and investigated by the HR team or the designated Ombudsperson, ensuring that the process is fair and confidential. The Ombudsperson or a designated Whistle Officer/Committee conducts a thorough examination of the complaint, preserving evidence and determining appropriate actions based on the investigation's findings. The Company is committed to protecting individuals who report concerns from retaliation, discrimination, or any form of unfair treatment. The Whistle-Blower Policy explicitly safeguards whistle-blowers, reinforcing Company's commitment to a respectful and fair workplace. Additionally, to maintain transparency and accountability, it provides quarterly reports on the number of complaints received and their outcomes to the Audit Committee and the Board. This systematic approach ensures that all grievances are handled with the seriousness they deserve, aligning with the core values of integrity and fairness.
Other than Permanent employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 Previous Financial Year		
	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 I (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	873	0	0%	1063	29	3%
-Male	810	0	0%	985	29	3%
-Female	63	0	0%	78	0	0%
Total Permanent workers	176	135	77%	110	110	100%
-Male	172	135	78%	110	110	100%
-Female	4	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On skills up gradation		Total (D)	On Health and Safety measures		On skills up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	810	810	100%	810	100%	985	985	100%	0	0%
Female	63	63	100%	63	100%	78	78	100%	0	0%
Total	873	873	100%	873	100%	1063	1063	100%	0	0%
Workers										
Male	172	172	100%	172	100%	110	110	100%	0	0%
Female	4	4	100%	4	100%	0	0	0%	0	0%
Total	176	176	100%	176	100%	110	110	100%	0	0%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	810	810	100%	985	985	100%
Female	63	63	100%	78	78	100%
Total	873	873	100%	1063	1063	100%
Workers						
Male	172	172	100%	110	110	100%
Female	4	4	100%	0	0	0%
Total	176	176	100%	110	110	100%

10. Health and safety management system:

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

Yes, the Company has implemented a robust Occupational Health and Safety Management System (OHSMS) across all its operations. This system is designed to prevent incidents proactively and ensure a safe working environment for all employees and workers. The OHSMS is led by a Senior Officer who serves as the Chairman of the Safety Committee, while the Safety Manager acts as the Secretary. The Safety Committee is comprised of representatives from key departments including Production, Maintenance, Research & Development (R&D), Purchase, and Stores, along with an equal number of worker representatives chosen by the employees themselves. This structure ensures a balanced approach to safety management with input from both management and staff.

Training and awareness are critical components of the OHSMS. The Company conducts regular training sessions focused on high-risk areas such as operating machinery and driving to enhance employees' knowledge and promote safe work practices. The Safety Committee meets quarterly to review safety practices, address issues, and support management in achieving the goals outlined in the health and safety policy.

The system includes comprehensive safety measures, including regular safety surveys to identify and mitigate potential hazards. The committee investigates all accidents, addresses complaints, and suggests corrective actions to prevent future occurrences. Additionally, the Company is committed to ongoing education, training, and promotional activities to foster a culture of safety among all workers.

It handles any complaints related to imminent dangers or unsafe conditions promptly and implement corrective measures as needed. The OHSMS is reviewed and updated every two years to ensure its effectiveness and alignment with best practices and regulatory requirements. Overall, the Company's OHSMS is structured to create a safe, health-conscious workplace through proactive management, continuous improvement, and a strong focus on training and awareness.

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

The Company implements a comprehensive approach to identifying work-related hazards and assessing risks, both on a routine and non-routine basis, as part of the Occupational Health and Safety Management System (OHSMS).

For routine hazard identification and risk assessment, it conducts regular inspections and audits of the occupational health and safety management systems. These inspections are carried out systematically by the qualified safety officers, who use detailed checklists and established protocols to evaluate the safety of the work environments and practices. Each unit within the Company is equipped with an internal review mechanism designed to monitor performance and ensure compliance with safety procedures. These internal reviews involve thorough evaluations of work processes, safety practices, and equipment to identify any deviations from established safety norms. Regular internal audits are also scheduled to assess the effectiveness of safety measures and identify areas requiring improvement. Additionally, it actively encourage employees and workers to report potential hazards and unsafe conditions through various channels, including safety suggestion boxes and direct communication with supervisors. Employees & Workers feedback is a vital component of the hazard identification process, as it provides valuable insights into day-to-day operational risks that may not be immediately apparent through formal inspections.

For non-routine hazard identification and risk assessment, the Company employs Job Safety Analysis (JSA) for specific tasks that are outside of routine operations or involve new activities. This analysis involves a detailed examination of the task to identify potential hazards and implement control measures before the task is performed. Additionally, when introducing new processes, equipment, or changes to existing operations, it conducts thorough risk assessments to evaluate potential hazards. This ensures that any new or modified activity does not introduce new risks or compromise existing safety measures. The Company also continuously assess risks related to emergency situations by conducting drills and simulations, which helps to identify potential gaps in the emergency preparedness and response plans. These assessments allows to make necessary adjustments to effectively handle unforeseen events.

Overall, Company's approach to hazard identification and risk assessment is dynamic and integrative, combining routine inspections, internal reviews, employee feedback, and targeted risk assessments for non-routine activities. This systematic approach ensures that it effectively manage and mitigate health and safety risks, thereby maintaining a safe and compliant working environment for all employees and workers.

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

Yes, the Company has established comprehensive processes for workers to report work-related hazards and to remove themselves from such risks. Each of the sites is equipped with clearly defined incident and hazard reporting procedures. These procedures are designed to enable workers to promptly identify and report unsafe working conditions or potential hazards.

Workers are provided with accessible channels to report these hazards, which include direct communication with supervisors, designated safety officers, and a formal reporting system that may include online platforms or physical suggestion boxes. Once a hazard is reported, the Company takes immediate action to assess and address the risk, ensuring that necessary corrective measures are implemented swiftly.

Additionally, the procedures include provisions for workers to remove themselves from hazardous situations without fear of retaliation. Workers are encouraged to prioritize their safety and can take appropriate action to distance themselves from immediate risks. This system ensures that workers can work in an environment where their safety is actively protected and where they are supported in reporting and addressing potential hazards.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. The Company ensures that the workforce can avail themselves of a range of healthcare services that address medical needs beyond occupational health. This includes access to general medical care, specialist consultations, and wellness programs.

The comprehensive healthcare benefits extend to routine medical check-ups, preventive care, and treatment for various health conditions that are not work-related. This approach reflects the commitment to the overall well-being of the workforce, supporting their health both within and outside the workplace. The Company aims to provide a supportive environment where the workforce has the necessary resources to maintain their health and well-being effectively.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The health and safety of Company's employees and workers are paramount. To ensure a safe and healthy workplace, the Company has implemented a comprehensive suite of measures, reflecting the commitment to fostering a robust safety culture across all the sites and locations.

The Company's approach to health and safety is built on a shared responsibility model, engaging employees and workers at all levels to promote and uphold safety standards. It actively works to reduce reportable incidents and minimize injuries by continuously monitoring and improving safety performance.

Key measures include:

- Hospital Tie-Ups:** The Company has established partnerships with local hospitals to provide immediate medical care and support when needed.
- Medical Kits and First Aid:** The facilities are equipped with well-stocked medical kits and first aid supplies to address minor injuries and emergencies promptly.
- Occupational Health Center:** An on-site Occupational Health (OH) center is available to manage health-related concerns, conduct regular health checks, and provide specialized care.
- Medical Visits:** The Company arranges for a doctor to visit the sites twice a week to offer medical consultations and address health issues proactively.
- Nurse Availability:** A qualified nurse is available during general shifts to provide medical assistance and ensure immediate response to health concerns.
- Ambulance Services:** An ambulance, staffed with trained drivers, is on standby to handle medical emergencies and transport employees or workers to medical facilities if required.
- Mock Drills:** Mock drills are conducted to prepare the workforce for emergency situations and ensure readiness in case of an incident.
- Training Programs:** A structured training schedule is followed to educate employees and workers on safety protocols, emergency response, and best practices for maintaining a safe work environment.

By integrating these measures into the operations, the Company aims to create a work environment that prioritizes health and safety, ensuring that the employees and workers are well-protected and supported in their daily activities.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

14. Assessments for the year:

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

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

No significant risks or concerns were identified in the assessment during the FY.

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 provides comprehensive life insurance and compensatory packages for both employees and workers. It has implemented a Group Accidental Policy, a Term Plan, and a Workmen Compensation Policy to ensure that in the unfortunate event of a death, financial support is extended to the affected family. This commitment underscores the dedication to the welfare and security of the workforce.

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

To ensure that statutory dues are correctly deducted and deposited by the value chain partners, the Company enforces strict adherence to applicable regulations. It meticulously reviews these activities during both internal and statutory audits. Furthermore, it holds the value chain partners to high standards of business responsibility, emphasizing the importance of transparency and accountability in all transactions.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, the Company provides transition assistance programs to support the employees in managing career transitions due to retirement or termination of employment. These programs are designed to ensure continued employability and to help the employees navigate the changes that come with the end of their tenure with the Company. Through these initiatives, it aims to offer guidance, resources, and support to help them prepare for the next steps in their careers or retirement, fostering a smooth and positive transition.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Refer Note Below
Working Conditions	Refer Note Below

In line with the Company's policy, it has identified primary vendors who provide more than 50% of the raw materials for a specific product. It conduct thorough evaluations for each of these critical vendors, addressing aspects such as environmental impact, health and safety standards, labor practices, data privacy, and crisis management.

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

No significant risks or concerns were identified in the assessment during the FY.

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 employs a thorough and structured approach to identify and engage with key stakeholder groups, acknowledging their essential role in managing social risks and fostering positive relationships. The process starts with a comprehensive mapping of all individuals, groups, and institutions that have a significant impact on or are affected by business operations. This stakeholder mapping includes a wide range of entities: employees, shareholders, investors, suppliers, customers, channel partners, regulators, lenders, research analysts, local and broader communities, and non-governmental organizations (NGOs).

To effectively address and resolve concerns from these stakeholders, the Company has established a robust grievance redressal mechanism. This mechanism facilitates regular communication through various channels, such as consultations, surveys, and feedback forms, to capture and understand stakeholder perspectives and expectations. By actively engaging with these groups and responding to their feedback, we ensure that their needs and concerns are addressed in a timely and effective manner. This proactive engagement not only helps in managing social risks but also strengthens the relationships with stakeholders. It reinforces Company's commitment to aligning the business practices with their interests, thereby building trust and ensuring that the Company's operations are responsive to their expectations and needs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	<ul style="list-style-type: none"> Media Announcements & Published Results Annual General Meetings Stock Exchanges (SE) Intimations Emails Annual Reports Company Website Shareholders/Board Meetings Investor Meets/ Presentations 	Quarterly, Half-yearly, Annually & Event Based	Company's financial and non-financial performance, conference calls, shareholder and investor expectations and complaints, market growth, discussion on business outlook, and other relevant factors.
Customers	No	<ul style="list-style-type: none"> Company Website Branding & Promotions Social Media Applications Advertisements Brand Campaigns Sales Promotions Customer plant visits Telephone Emails & Enquiry Forms Customer Surveys 	Event Based	Introduction of New Products, Marketing & Publicity, Information about products and services, Product Availability, Product Quality, Product Pricing, Grievances and Feedbacks, Safety Awareness & safe usage, etc.

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
Employees and Workers	No	<ul style="list-style-type: none"> Email Interactive Meetings Webinar & Training Programmes Conferences Newsletter & Reports One-on-One Interactions Cultural Activities Notice Board & Online Portals Employee Surveys 	On regular basis	Performance Review, Benefits Structure, On-Job Trainings, Career Development and Growth Opportunities, Skills upgradation programmes, Fire Drills, Policies, Advances in Company, etc.
Suppliers & Vendors	Yes	<ul style="list-style-type: none"> Emails Vendor Checks Contracts/Agreements 	Periodically	Material Deliveries, Timely Payments, MSMED Act, Material Quality, Raising Grievances, etc.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Reporting/Filings Submissions/Applications Emails Company Website 	On Periodical basis as provided under relevant legislations	Policy & Regulatory matters, Filing of Returns, Amendments & Approvals, Assessments Results, Tax Payments, Inspections, Grant and maintenance of licenses to manufacture and market Company's products, etc.
Communities & NGO	Yes	<ul style="list-style-type: none"> Community Meetings Community Visits & Projects Campaigns Company Website Partnership with Local Charities 	Periodically	CSR Initiatives, Social Impact Programmes, Grievances and Complaints Management, etc.

LEADERSHIP INDICATORS

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

The Company utilizes a structured approach to consult stakeholders on economic, environmental, and social matters through the Stakeholders' Relationship Committee. This Committee is established in line with Regulation 20 of the Listing Regulations and Section 178 of the Companies Act. Its primary role involves addressing and resolving shareholder and investor concerns, such as issues related to dividends, annual reports, share transfers, and other shareholder services. The Committee also oversees share transfer processes and ensures that effective voting rights are facilitated for shareholders.

Feedback from stakeholders is managed through a comprehensive communication process. Departmental heads engage regularly with both internal and external stakeholders, and these insights are shared with senior management. Senior management then reports to the Board, ensuring that stakeholder concerns are integrated into strategic decision-making. The CSR Committee also plays a crucial role by maintaining regular contact with local communities to address their concerns and issues effectively.

For shareholders and investors, the Company provides a dedicated communication channel at investors@bajajhealth.com. This allows for direct submission of queries and feedback. All received feedback is documented, reviewed, and addressed by the relevant teams, with summaries and actions reported to the Board. This systematic approach ensures that stakeholder feedback is considered in decision-making processes and that necessary actions are taken to address concerns effectively.

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

Yes, stakeholder consultation plays a vital role in identifying and managing environmental and social topics. The Company actively engages with both internal and external stakeholders to gather insights on key issues affecting our operations. This engagement helps it to prioritize and address sustainability challenges that are most relevant to its business.

Feedback from these consultations is directly incorporated into its policies and activities. By aligning the strategies with stakeholder concerns, we set ambitious sustainability targets and effectively address material issues. This ensures the environmental and social policies are responsive and well-informed, enhancing Company's commitment to sustainable practices.

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

The Company is committed to engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups through targeted initiatives. It recognizes the importance of understanding and responding to the needs of these groups, especially in the areas surrounding its operations.

The Company's efforts include several initiatives aimed at improving the quality of life for marginalized communities. In the area of Community Health Care, it has implemented health camps and provided medical assistance to underserved populations. For Sanitation and Hygiene, it has supported the development of infrastructure and awareness programs to enhance living conditions. Additionally, its focus on Education and Knowledge Enhancement includes providing educational resources and support to local schools and learning centers.

These initiatives reflect its dedication to addressing the specific needs of vulnerable groups and ensuring that their concerns are effectively managed through the CSR programs and community engagement efforts.

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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	873	873	100%	1063	1063	100%
Other than permanent	16	16	100%	68	68	100%
Total Employees	889	889	100%	1131	1131	100%
Workers						
Permanent	176	176	100%	110	110	100%
Other than permanent	505	505	100%	775	775	100%
Total Workers	681	681	100%	885	885	100%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	810	0	0%	810	100%	985	323	33%	662	67%
Female	63	0	0%	63	100%	78	32	41%	46	59%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than permanent										
Male	8	0	0%	8	100%	58	18	31%	40	69%
Female	8	0	0%	8	100%	10	3	30%	7	70%
Workers										
Permanent										
Male	172	0	0%	172	100%	110	0	0%	110	100%
Female	4	0	0%	4	100%	0	0	0%	0	0%
Other than permanent										
Male	483	0	0%	483	100%	775	125	16%	650	84%
Female	22	0	0%	22	100%	0	0	0%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) - <i>excludes Independent Directors</i>	5	₹33,80,576	1	₹10,83,241
Key Managerial Personnel*	1	₹9,50,126	1	₹50,524
Employees other than BoD and KMP	935	₹2,02,091	109	₹1,84,228
Workers	355	₹2,38,626	7	₹4,32,083

*The only Key Managerial Personnel (KMP) identified is the Company Secretary. Until January 2024, the Company Secretary was male. Following his resignation, the Company Secretary role has been filled by a female starting February 2024. Therefore, the median salary has been calculated for both male and female positions.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to female as % of total wages	7.18%	7.14%

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 Company has a dedicated focal point for addressing human rights impacts and issues. Mr. Anil Jain, the Joint Managing Director, is specifically responsible for overseeing and managing human rights-related aspects of the operations. His role includes ensuring that the practices are in full compliance with human rights standards and addressing any issues that may arise. He works closely with various departments to integrate human rights considerations into the corporate policies and operational procedures.

The Company's commitment to human rights is underpinned by its "Whistle-Blower Policy," which is a key element of its broader ethical framework. This policy establishes a confidential reporting mechanism for stakeholders to raise concerns about unethical behavior, suspected fraud, or violations of the code of conduct. It provides a structured process for investigating these concerns and taking corrective actions when necessary. This approach helps to identify and resolve human rights issues promptly, ensuring that the workplace remains free from discrimination, harassment, and other unethical practices. Through Mr. Jain's leadership and Company's robust reporting mechanisms, it is dedicated to maintaining the highest standards of integrity and respect for human rights in all its business activities.

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

The Company has established comprehensive internal mechanisms to address grievances related to human rights issues. It operates an open-door policy, allowing employees and workers to directly present their concerns to their Head of Department or the HR Head. This approach ensures that grievances are promptly communicated and addressed at the management level.

For more formal or sensitive issues, the Whistle Blower Policy provides a confidential channel for reporting concerns, including human rights violations. Additionally, the Prohibition of Sexual Harassment at Workplace policy is in place to address any instances of sexual harassment, reinforcing Company's commitment to a safe and respectful work environment. These mechanisms collectively ensure that human rights grievances are managed with the utmost seriousness and integrity.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Discrimination at workplace	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Child Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Forced Labour/ Involuntary Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Wages	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other human rights related issues	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

During the FY, there were no complaint received on any of the human rights related aspects.

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

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

During the FY, there were no complaint received on POSH from any of the female employee/worker.

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

The Company has established robust mechanisms to prevent adverse consequences for complainants in cases of discrimination and harassment, aligned with its Whistle Blower Policy. This policy is designed to foster a safe environment for employees to report any unethical behavior, including discrimination and harassment, without fear of retaliation. The Company's approach ensures that all complaints are addressed fairly and confidentially, reinforcing its commitment to maintaining high standards of integrity and respect in the workplace.

To prevent any adverse outcomes for the complainant, the policy guarantees that no unfair treatment will be meted out to individuals who raise concerns. This includes protection against retaliation, such as threats, intimidation, demotion, or any other discriminatory actions. The Whistle Blower Policy provides a secure framework for reporting issues, and any retaliatory actions are treated with utmost seriousness, including potential disciplinary measures. The confidentiality of the complainant is maintained throughout the process to safeguard their privacy and encourage open reporting.

Furthermore, the Company ensures that all individuals involved in handling complaints adhere to strict confidentiality protocols. The process for addressing grievances includes regular oversight, with quarterly reports on the number and outcomes of complaints being reviewed by the Audit Committee and the Board. This continuous monitoring helps to uphold the integrity of the grievance redressal mechanisms and ensures that the protective measures are effective and robust, fostering a work environment free from fear of retaliation or victimization.

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

Yes, human rights requirements do form part of the business agreements and contracts where relevant. In line with the Company's commitment to uphold high standards of ethical conduct and integrity, it incorporates specific clauses related to human rights into its agreements with partners, suppliers, and other stakeholders. These clauses ensure that all parties involved adhere to principles of fairness, non-discrimination, and respect for fundamental human rights. By embedding these requirements into its contractual obligations, it reinforces its dedication to ethical practices and the protection of human rights throughout the business operations and relationships.

10. Assessments for the year:

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

No significant risks or concerns were identified in the assessment during the FY.

LEADERSHIP INDICATORS

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

Not applicable. During the FY, the Company did not receive any grievances or complaints related to human rights principles and guidelines. As a result, there have been no modifications or introductions of new business processes specifically in response to such issues. The current processes and policies, including the Whistle Blower Policy and grievance redressal mechanisms, remain effective in maintaining and upholding human rights standards across the operations.

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

The Company’s approach to human rights due diligence is embedded within its Code of Conduct, which all employees are required to adhere to. This Code addresses several human rights issues, including anti-bribery and anti-corruption measures. As part of the due diligence process, it assess potential impacts on human rights before initiating new activities or business relationships and when there are operational changes.

It also conducts thorough evaluations to identify and mitigate any adverse effects the activities might have on human rights. This includes implementing appropriate prevention measures and regularly monitoring their effectiveness. This proactive approach ensures that the Company addresses any human rights concerns before they arise, aligning the operations with its commitment to uphold high standards of ethical conduct and respect for human rights.

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 Company is committed to promoting equal opportunities and ensuring an inclusive environment for all individuals. The registered and corporate offices are situated in commercial premises that are equipped with ramps, elevators, and other accessibility features, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. These provisions ensure that visitors with disabilities have full and equal access to the facilities, reflecting the Company’s dedication to fostering a diverse and equitable workplace.

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	Refer Note Below
Discrimination at workplace	Refer Note Below
Child Labour	Refer Note Below
Forced Labour/Involuntary Labour	Refer Note Below
Wages	Refer Note Below
Others – please specify	-

In line with the Company’s policy, it has identified primary vendors who provide more than 50% of the raw materials for a specific product. It conduct thorough evaluations for each of these critical vendors, addressing aspects such as environmental impact, health and safety standards, labor practices, data privacy, and crisis management.

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

No significant risks or concerns were identified in the assessment during the FY.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) - Gigajoules	2758	4245
Total fuel consumption (B) - Gigajoules	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) - Gigajoules	2758	4245
From non-renewable sources		
Total Electricity Consumption (D) - Gigajoules	56,323	59,154
Total Fuel Consumption (E) - Gigajoules	321,253	873,201
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) - Gigajoules	377,576	932,354
Total energy consumed (A+B+C+D+E+F) - Gigajoules	380,334	936,600
Energy intensity per rupee of turnover - Gigajoules per Rupee of Turnover adjusted for PPP (Total energy consumed / Revenue from operations)	0.000078890	0.000144674
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* - Gigajoules per Metric Tonne (MT) of Physical Output (Total energy consumed / Revenue from operations adjusted for PPP)	0.001595162	0.002925311
Energy intensity in terms of physical Output - Gigajoules per Metric Tonne (MT) of Physical Output	173.5890091	335.4583733
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

A few units at the Tarapur location were shut down due to decreased demand for one of the products, resulting in lower energy consumption during FY 23-24.

*The revenue from operations has been adjusted using the most recent PPP conversion factor for India published by the World Bank in 2022, which is 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

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

No, the Company is not identified as a designated consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Therefore, the targets set under the PAT scheme do not apply to the business.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water - Kilolitres	-	103857
(ii) Groundwater - Kilolitres	57986	36860
(iii) Third party water - Kilolitres	115909	95665
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (I + ii + iii + iv + v) - Kilolitres	173895	236382
Total volume of water consumption - Kilolitres	173895	236382
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations) - Kilolitres per Rupee of Turnover	0.000036070	0.000036513
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP) - Kilolitres per Rupee of Turnover adjusted for PPP	0.000729336	0.000738299
Water intensity in terms of physical output - Kilolitres per Metric Tonne (MT) of physical output	79.36787768	84.66404011
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

A few units at the Tarapur location were shut down due to decreased demand for one of the products, resulting in lower water consumption during FY 23-24.

*The revenue from operations has been adjusted using the most recent PPP conversion factor for India published by the World Bank in 2022, which is 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)*		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To 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	-	-

The Company has implemented advanced water management practices across its operations. One of its units operates as a Zero Liquid Discharge (ZLD) facility, ensuring that all wastewater is effectively treated and reused within the unit. For the remaining units, Effluent Treatment Plants are in place, where wastewater is either recycled and reused or sent to a third party for treatment. The Company is dedicated to maintaining detailed quantitative data on water discharge and will ensure comprehensive and transparent reporting in the coming years.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

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

Yes, the Company has implemented a comprehensive mechanism at several manufacturing sites to address wastewater management. At these locations, it has established advanced effluent treatment plants (ETPs) that are specifically designed to treat the wastewater generated during production processes. The treated water undergoes a stringent purification process, ensuring that it meets the required standards for safe reuse within the facility. This treated water is then repurposed for various ancillary operations, including site gardening, cooling towers, and other non-potable uses, significantly reducing our reliance on fresh water and minimizing our environmental footprint.

A notable example is the Panoli unit, which operates as a full ZLD facility. At this site, no liquid waste is discharged into the environment, aligning with the commitment to sustainable and responsible manufacturing practices. In addition, the Company is actively exploring and implementing enhancements to the ETP capabilities at other units with the goal of achieving ZLD status across more of the locations. This initiative is part of the broader environmental sustainability strategy, which seeks to minimize waste, conserve resources, and reduce the overall environmental impact.

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 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Nox	ug/m3	46.36	48.57
Sox	ug/m3	32.68	33.9
Particulate matter (PM)	mg/m3	87.43	203.7
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

The Company has five manufacturing plants, each of which has conducted air quality tests with different external agencies throughout the year. This makes it difficult to specify all the agency details here.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	32,208	87,660
Total Scope 2 emissions - in Metric Tonnes	<i>Metric tonnes of CO₂ equivalent</i>	11,202	11,765
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) - per Rupee of Turnover	-	0.000009004	0.000015358

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) - per Rupee of Turnover adjusted for PPP	-	0.000182067	0.000310536
Total Scope 1 and Scope 2 emission intensity in terms of physical output - per Metric Tonne (MT) of Physical Output	-	19.81292527	35.61056473
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

A few units in tarapur location were shut down due to decreased demand for one of the products, resulting in lower Emissions during FY 23-24

*The revenue from operations has been adjusted using the most recent PPP conversion factor for India published by the World Bank in 2022, which is 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

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

Yes, the Company has undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions across the operations. It has implemented a multi-faceted approach that includes both technological upgrades and sustainability initiatives to minimize the carbon footprint.

- 1. Installation of Solar Panels:** It has installed solar panels with significant capacity on vacant land within the factory premises. These panels harness renewable energy, contributing to a reduction in reliance on conventional power sources and lowering the overall GHG emissions.
- 2. Improvement of Thermal Efficiency:** To prevent heat loss and enhance energy efficiency, it has replaced old insulation on reactors and the cold well of the brine storage tank. This initiative has improved the thermal performance of the processes, leading to reduced energy consumption and lower GHG emissions.
- 3. Transition to LED Lighting:** In the ongoing efforts to conserve energy and reduce carbon emissions, it has replaced mercury vapor lamps with energy-efficient LED lamps across the operations. LED lights are not only more efficient but also have a longer lifespan, which reduces both energy consumption and waste.
- 4. Indoor Plantation:** It actively promotes greenery by planting indoor plants in the offices and surrounding areas. This initiative not only enhances the aesthetic appeal of the work environment but also improves air quality, contributing to a healthier and more sustainable workplace. Indoor plants help in absorbing carbon dioxide and releasing oxygen, thereby reducing the overall carbon footprint.
- 5. Energy Optimization Measures:** Beyond specific projects, it has taken a broader approach to energy optimization. This includes replacing low energy-efficient equipment with high-efficiency alternatives, optimizing energy consumption in the office buildings, and adopting digitization. These measures collectively contribute to reducing the energy demand and associated GHG emissions.
- 6. Awareness and Behavioral Change:** It recognizes the importance of creating a culture of sustainability among the workforce. To this end, it has fostered awareness about energy conservation and GHG reduction initiatives through training programs, workshops, and internal communications. Encouraging workforce to adopt energy-saving practices in their daily routines is a critical component of Company's strategy to reduce the environmental impact.

These efforts reflect the commitment to sustainability and the proactive approach to mitigating climate change by reducing greenhouse gas emissions across the operations.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	11.154	26.57
E-waste (B)	-	0.0327
Bio-medical waste (C)	-	0
Construction and demolition waste (D)	-	60.7
Battery waste (E)	-	0
Radioactive waste (F)	-	0
Hazardous waste (G)	1425.416	2267.195
Other Waste: other non-hazardous waste (H)	-	540
Total (A+B + C + D + E + F + G + H)* - Metric Tonne (MT)	1437	2894
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - Metric Tonne (MT) per Rupee of Turnover	0.000000298	0.000000447
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated / Revenue from operations adjusted for PPP) - Metric Tonne (MT) per Rupee of Turnover adjusted for PPP	0.000006025	0.000009040
Waste intensity in terms of physical output - Metric Tonne (MT) per Metric Tonne (MT) of Physical Output	0.655668644	1.036711211
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
*Category of waste		
(i) Recycled	11.154	26.57
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	11.154	26.57
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
*Category of waste		
(i) Incineration	685.115	1530.495
(ii) Landfilling	740.125	736.7
(iii) Other disposal operations	-	0
Total	1425.24	2293.765

A few units at the Tarapur location were shut down due to decreased demand for one of the products, resulting in lower waste generation during FY 23-24.

*Plastic waste and hazardous waste are managed as follows: plastic waste is sent to authorized dealers for recycling, hazardous waste is handled through incineration or co-processing, and landfilling.

**The revenue from operations has been adjusted using the most recent PPP conversion factor for India published by the World Bank in 2022, which is 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed

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 prioritizes environmentally sound waste management practices and have developed a comprehensive strategy to minimize waste generation and ensure responsible disposal across all the operations.

Waste Management Practices

1. Elimination of Hazardous Waste Landfilling:

- It has achieved a significant milestone by completely eliminating the practice of landfilling hazardous waste from the operations. This means that all hazardous waste is managed through alternative methods to minimize environmental impact.

2. Recycling and Disposal of Non-Hazardous Waste:

- It has established systematic procedures for handling non-hazardous waste, including plastics, e-waste, and general waste. Plastic waste generated from the operations is collected and sent to authorize scrap dealers who process it in an environmentally responsible manner. For electronic waste, it strictly adheres to regulatory requirements by ensuring it is collected and disposed of through authorized scrap collectors and vendors. Additionally, other non-hazardous materials such as paper, wood, glass, and metal are sorted and sent for recycling, thus reducing landfill usage and promoting material reuse.

3. Management of Hazardous Waste:

- Hazardous waste, including chemical by-products and residues, is managed with the utmost care. It is collected and transported to authorized third-party recyclers or co-processors who ensure that the waste is processed in compliance with hazardous waste management regulations.
- It continually review and update the hazardous waste management procedures to align with best practices and regulatory requirements.

4. Water Recycling and Reuse:

- As part of the waste management strategy, it has implemented systems for recycling and reusing water within the facilities. This not only conserves water but also reduces the volume of wastewater that needs treatment.

5. Training and Awareness Programs:

- It conducts regular training and awareness programs for the employees and workers on waste minimization and management techniques. This includes educating staff on best practices for reducing waste generation at the source and providing emergency response training to ensure safe handling and storage of waste materials. Additionally, it offers instruction on proper waste segregation, storage, and disposal methods to ensure compliance with environmental regulations.

The Company continually assess and improve the waste management practices to enhance their effectiveness and ensure compliance with evolving regulations. This commitment to continuous improvement reflects the broader environmental responsibility and dedication to minimizing the ecological footprint. Through these comprehensive measures, it strives to uphold the highest standards of environmental stewardship and sustainability.

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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil	Nil	Nil	Nil

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
Nil	Nil	Nil	Nil	Nil	Nil

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil	Nil	Nil	Nil	Nil

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 –

(ii) Nature of operations –

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

None of the manufacturing facilities/offices of the Company fall in/around water stress areas.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
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	Not Applicable	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	Not Applicable	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	Not Applicable	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	Not Applicable	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	Nil	Nil

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

Not Applicable

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

<i>Parameter</i>	<i>Unit</i>	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Transport Facility given to Management Personnels/Employees)	<i>Metric tonnes of CO2 equivalent</i>	-	-
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.

Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 10 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.

Not Applicable

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
Nil	Nil	Nil	Nil

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

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan in place. The on-site emergency plan is meticulously designed to manage various types of incidents efficiently. In the event of an emergency, employees or workers are trained to alert those nearby by shouting "Emergency" and triggering the alarm system, which can be activated either automatically or manually. Once an incident is detected, security personnel are informed of the location, type of emergency, and any injuries.

The Security Officer promptly communicates with the Site Controller and Incident Controller, who then coordinate the emergency response. The Site Controller rushes to the Emergency Control Center to oversee the situation and direct the Incident Controller and Security staff. Depending on the severity of the emergency, the Site Controller may order an evacuation.

Teams responsible for Evacuation, Fire Fighting, and First Aid act under the direction of the Incident Controller, who provides updates and instructions throughout the emergency. All personnel are trained to evacuate calmly to designated assembly points, where a headcount is conducted. Special assistance is provided to pregnant or lactating women, disabled individuals, or those with other special needs.

The plan also includes specific protocols for various emergencies, such as handling burns, scalds, fractures, electrical shocks, chemical spills, food poisoning, and natural calamities. Measures are taken to contain and manage chemical leaks, structural collapses, and environmental emergencies, with clear steps for evacuation, containment, and medical assistance.

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?

No significant adverse impacts to the environment arising from the value chain have been reported or informed to the Company. The Company is committed to environmental stewardship and proactively manage its operations to minimize any potential environmental impacts. The comprehensive environmental management practices include stringent waste management protocols, resource optimization, and pollution control measures. It continuously monitor the environmental performance and engage with the value chain partners to ensure adherence to environmental standards and best practices. In the unlikely event that an environmental issue arises, it is prepared to implement appropriate mitigation and adaptation measures to address and rectify the situation promptly.

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

In line with the Company's policy, it has identified primary vendors who provide more than 50% of the raw materials for a specific product. It conduct thorough evaluations for each of these critical vendors, addressing aspects such as environmental impact, health and safety standards, labor practices, data privacy, and crisis management.

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

ESSENTIAL INDICATORS

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

The Company is member of 4 (Four) trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	The Associated Chambers of Commerce and Industry (ASSOCHAM)	National
3	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National
4	Federation of Pharmaceutical and Allied Products Merchant Exporters (FPME)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

There were no such matter related to anti-competitive conduct by the entity were reported during the FY.

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil	Nil	Nil	Nil	Nil	Nil

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
Nil	Nil	Nil	Nil	Nil	Nil

During the FY, the Company did not undertake any projects that required a Social Impact Assessment (SIA) according to applicable laws. As a result, there were no SIAs conducted or documented for this period.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

During the FY, the Company has not undertaken any projects that required Rehabilitation and Resettlement (R&R) of local communities. As a result, there are no relevant web links or information pertaining to ongoing R&R projects.

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

The Company has established effective mechanisms to receive and address grievances from the community. As part of its commitment to social responsibility, it implements various CSR projects focused on health and wellness, education, skill development, women's empowerment, hygiene and sanitation, and environmental sustainability, including biodiversity, energy, and water conservation.

To facilitate the redressal of community grievances, the Company maintains a register during visits to peripheral areas of its operating locations. This register is accessible to all community members, providing a platform for them to raise any concerns or submit written complaints. These issues are promptly reviewed and addressed by the appropriate authorities, fostering a culture of trust and collaboration.

Furthermore, the CSR initiatives are managed by a dedicated committee that actively engages with the community. The Company encourages feedback both in person and through its website's "Contact Us" page at <https://www.bajajhealth.com/contact/>. This ensures that community concerns are heard and acted upon effectively.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	5%	5%
Directly from within India	74%	47%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	28%	25%
Semi – urban	23%	26%
Urban	49%	49%
Metropolitan	0%	0%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
Nil	Nil	Nil	Nil

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

(b) From which marginalized /vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

No, the Company does not have a preferential procurement policy that gives preference to suppliers from marginalized or vulnerable groups. It adheres to its standard Code of Conduct for all suppliers and partners. This approach ensures that all procurement decisions are made based on quality, value, and compliance with our established standards, rather than specific preferences for supplier demographics. Consequently, there is no procurement percentage from marginalized or vulnerable groups to report.

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
Nil	Nil	Nil	Nil	Nil

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	Not Applicable	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
1	Support towards healthcare	Refer Note	Refer Note

Due to the nature of CSR projects, precisely quantifying the exact number of beneficiaries can be challenging. However, the Company has ensured that these projects are tailored to support marginalized and vulnerable groups, addressing their specific needs and enhancing their well-being.

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

ESSENTIAL INDICATORS

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

The Company has established comprehensive mechanisms to effectively receive and address consumer complaints and feedback. Customers can submit their complaints or provide feedback through various channels. The Company's website features a dedicated 'Contact Us' section, which includes an 'Enquiry Form' that allows customers to detail their product-related issues. This form is accessible at <https://www.bajajhealth.com/contact/>. In addition to the online form, customers can also communicate via email or courier to register their concerns.

All submissions are systematically tracked and monitored by the Company to ensure that each complaint or piece of feedback is addressed promptly. The Company maintains a rigorous process for reviewing and analyzing customer inputs to identify any recurring issues or areas for improvement. Based on the feedback received, corrective measures are planned and implemented to resolve complaints and enhance its offerings.

The Company is committed to taking all customer feedback seriously. It actively uses this feedback to refine its action plans and improve the products and services. The goal is to continuously update Company's performance and uphold the highest standards of quality. Through these mechanisms, it strives to provide exceptional products and services and maintain a strong relationship with its customers.

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

	As a Percentage of total Turnover
Environmental and social parameters relevant to the product	Not applicable – The pharmaceutical products are prescribed by physicians and do not have specific environmental and social parameters associated with them.
Safe and responsible usage	The pharmaceutical medicines and drugs include essential information on their packaging, such as guidance on storage conditions, handling, dosage, and expiry dates, to ensure safe and effective use.
Recycling and/or safe disposal	Not applicable – Although the products do not specifically display additional details beyond statutory requirements, the Company adheres to all relevant regulations, including those set by Pollution Control Boards and Extended Producer Responsibility guidelines.

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		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	Not Applicable	Nil	Nil	Not Applicable
Advertising	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Cyber-security	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 established a robust Risk Management Policy that comprehensively covers cyber security and data privacy risks. This policy is designed to address a wide range of potential threats and vulnerabilities related to cyber security and ensures that the Company has appropriate measures in place to protect sensitive data and maintain the integrity of its operations.

The Risk Management Policy includes detailed protocols for identifying, assessing, and managing cyber security risks, as well as procedures for safeguarding data privacy. It outlines the Company's approach to mitigating risks associated with unauthorized access, data breaches, and other cyber threats. Additionally, the policy establishes guidelines for responding to and recovering from cyber incidents to minimize their impact on the Company.

The Company is committed to continuously improving its cyber security posture and adapting its strategies to evolving threats and regulatory requirements. This proactive approach helps to ensure that the operations remain secure and that it upholds the highest standards of data privacy.

For further details, the Risk Management Policy is available at <https://www.bajajhealth.com/wp-content/uploads/2023/05/Risk-Management-Policy-1.pdf>

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

There were no complaints or issues reported during the year related to advertising, delivery of essential services, cyber security, data privacy of customers, re-occurrence of product recalls, or any penalties or actions taken by regulatory authorities regarding the safety of our products and services. As a result, no corrective actions were required or undertaken in these areas. The Company remains committed to maintaining the highest standards in all these aspects.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches-

During the FY, there were no instances of data breaches. The Company has maintained strict data security measures to protect sensitive information, ensuring that no unauthorized access, disclosure, or breaches occurred.

b. Percentage of data breaches involving personally identifiable information of customers

Not Applicable

c. 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).

Information on the Company's products and services can be accessed through its website. Detailed descriptions and information are available at <http://www.bajajhealth.com/#products>. This platform provides comprehensive insights into the Company's offerings, ensuring easy access for all.

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

To ensure the safe and responsible usage of the pharmaceutical products, the Company takes several steps to inform and educate consumers. All of the Company's products include comprehensive information, such as guidelines on storage conditions, handling, proper dosage, and expiration dates. This information is clearly labeled on the packaging to help consumers use the medicines and drugs safely and effectively.

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

The Company has mechanisms in place to inform consumers of any risk of disruption or discontinuation of essential services. In compliance with the guidelines set by the National Pharmaceutical Pricing Authority, it discloses the discontinuation of any scheduled formulation by issuing a public notice to relevant stakeholders. Additionally, it promptly inform the appropriate Authority to ensure transparency and minimize any potential impact on consumers.

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

No, the Company does not display product information beyond what is mandated by local laws. However, we are committed to understanding consumer satisfaction and regularly conduct surveys through feedback forms. These surveys help us gauge customer satisfaction with our major products and services across significant locations of operation. The insights gathered from these surveys are used to enhance our offerings and improve overall customer experience.