

June 24, 2024

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

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

Symbol: RPGLIFE

Scrip Code: 532983

Dear Sirs /Madam,

Sub: Notice of Seventeenth Annual General Meeting, Annual Report FY 23-24 and the Business Responsibility and Sustainability Report

This is further to our Letter dated June 11, 2024, conveying that the Seventeenth Annual General Meeting ("AGM") of the Members of the Company will be held on **Tuesday, July 16, 2024, at 3.00 p.m. (IST)** through Video Conferencing (VC) / Other Audio-Visual Means (OAVM).

Pursuant to Regulation 34(1) and Regulation 30(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Annual Report of the Company for the financial year 23-24 including the Business Responsibility and Sustainability Report, along with the Notice of AGM, which are being sent through electronic mode to the Members of the Company, whose e-mail IDs are registered with Depositories/ Company/ Registrar and Share Transfer Agent.

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

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

Request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For RPG Life Sciences Limited

RAJESH
RAMESH
SHIRAMBEKAR

Digitally signed by RAJESH
RAMESH SHIRAMBEKAR
Date: 2024.06.24 20:20:00
+05'30'

Rajesh Shirambekar
Head – Legal & Company Secretary



Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24232MH2007PLC169354
2.	Name of the Listed Entity	RPG Life Sciences Limited
3.	Year of incorporation	2007
4.	Registered office address	RPG House, 463, Dr. Annie Besant Road, Worli, Mumbai- 400030
5.	Corporate address	RPG House, 463, Dr. Annie Besant Road, Worli, Mumbai- 400030
6.	E-mail	investorservices@rppls.com
7.	Telephone	022 69757100
8.	Website	www.rpplifesciences.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹13.23 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Yugal Sikri Tel No. 022 69757100 Email id- investorservices@rppls.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

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

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

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

III. Operations

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

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

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	27 states & 4 Territories
International (No. of Countries)	Over 53 countries served across the six continents - Europe, North America, Asia, Africa, South America and Australia

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

Contribution of exports is 30.3% of the total turnover of the Company.

c) A brief on types of customers

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

IV. Employees**20. Details as at the end of Financial Year:****a) Employees and workers (including differently abled):**

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,072	993	93	79	7
2.	Other than Permanent [E]	70	62	89	8	11
3.	Total employees (D + E)	1,142	1,055	92	87	8
WORKERS						
4.	Permanent (F)	198	196	99	2	1
5.	Other than Permanent (G)	398	398	100	0	0
6.	Total workers (F + G)	596	594	99	2	0.34

b) Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

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

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	2%	26%	20%	1%	21%	19%	1%	20%
Permanent Workers	10%	0%	10%	19%	1%	20%	12%	0%	12%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

Not Applicable

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	5,77,47,98,319
(iii) Net worth (in ₹)	3,74,85,11,515

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			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	-	-	-	-
Investors (other than shareholders)	Not Applicable	-	-	-	-	-	-
Shareholders	Yes, the Company has a grievance redressal mechanism for shareholders. The Company has appointed Link Intime India Private Limited as the Share Transfer Registrars/Agents. Link Intime India Private Limited takes care of shareholders' enquiries/queries, requests and complaints. The Shareholders can reach the Company through the email id provided on the Company's website: https://www.rpglifesciences.com/website/investor_contacts.php	4	0	Nil	8	0	Nil
Employees and workers	Yes, the employees and workers have access to the Company's Whistleblower Policy mechanism. https://www.rpglifesciences.com/website/code_policies_forms.php The Company provides different channels of communication for grievances through Whistleblower mechanism- email id, online portal and written complaints	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, the customers address their grievances through various channels of communication such as e-mail, couriers, quality complaints on website- https://www.rpglifesciences.com/website/contact_us.php	-	-	-	-	-	-
Value Chain Partners	Yes, the value chain partners address their grievances through various channels of communication such as e-mail, couriers, quality complaints on website- https://www.rpglifesciences.com/website/contact_us.php	-	-	-	-	-	-

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,

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Emergency preparedness and response	Opportunity	Opportunity: Integration of emergency preparedness and response within the Company's business continuity plan is critically important to ensure the implementation of required actions during unprecedented situations.	-	Immediate response with a strong action plan at the time of emergency helps alleviate the devastating impact on business activities and secures the Company from a prolonged duration of disruption.
2.	Managing waste	Risk and Opportunity	Risk: Waste, water and energy management have been identified as key material issues under the Climate change and environmental risk.	Ensuring compliance through review mechanisms, strengthening capabilities of EHS Department.	-
3.	Water Management				
4.	Energy efficiency and carbon emissions		Opportunity: Comprehensive resource management plans in alignment with the Company's environment, health & Safety policy.		
5.	Climate Change				

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	All the policies can be viewed at https://www.rpplifesciences.com/website/code_policies_forms.php .								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not Applicable								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to MD's message on Page No. 12								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y	Y
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to MD's message on Page No. 12								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Yugal Sikri Designation: Managing Director Telephone number: 022 69757100 Email Address: investorservices@rppls.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Mr. Yugal Sikri, Managing Director, oversees the Business Responsibility and Sustainability initiatives of the Company.								
10. Details of Review of NGRBCs by the Company:	Y	Y	Y	Y	Y	Y	Y	Y	Y
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
Performance against above policies and follow up action	As a practice, BRSR policies of the Company are reviewed periodically or on a need basis by SCSR Committee. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the MD to the Board of Directors on a Quarterly basis.								
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. : No									
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)	Not Applicable								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	12	All principles	100%
Key Managerial Personnel	10	12	100%
Employees other than BoD and KMPs	13	10	100%
Workers	8	11	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Monetary					
Penalty/ Fine	Principle 1	Navi Mumbai Municipal Corporation Local Body Tax (LBT), Mumbai	47,57,362	The liability on account of L.B.T. rate difference for FY 2013-14, 2014-15 and for the period from April 1, 2015 to July 31, 2015	No
		GST Authority, Mumbai	8,80,879	Excess availment of ITC in comparison to ITC available on GST portal.	Yes
Settlement	Not Applicable	Not Applicable	-	Not Applicable	Not Applicable
Compounding Fee	Not Applicable	Not Applicable	-	Not Applicable	Not Applicable
Non-Monetary					
Imprisonment	Not Applicable	Not Applicable	-	Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable	-	Not Applicable	Not Applicable

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 regulatory/enforcement agencies/judicial institution
Excess availment of ITC in comparison to ITC available on GST portal.	GST Authority, Mumbai

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

Yes, The Company has Anti Bribery Policy in place. The policy is available on Company's website at https://www.rpplifesciences.com/website/code_policies_forms.php

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

	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payable	61 days	41 days

9. Openness 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 :

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.0%	Nil
	b. Number of trading houses where purchases are made from	1	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	66.1%	67.8%
	b. Number of dealers / distributors to whom sales are made	1,972	1,856
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12.7%	11.6%
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



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.**

	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	4.5%	3.6%	Higher efficiency chillers, implementation of alternative sources of energy, Upgradation of ETP, Acid & Alkali Gas Scrubbing system, Digitalisation projects across plants – e-QMS, e-DMS, e-LMS, etc.

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

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

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

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

- a. **Plastic Waste:** The Company has an established system for collecting back the plastic waste or multilayered packaging generated due to its products as per the Extended Producer Responsibility (EPR) regulations. The recycling and disposal of reclaimed plastics (including packaging) is carried out as per the Central Government rules and the provisions of the Plastic Waste Management Rules.
- b. **E-waste:** We dispose of our e-wastes as per in country / local regulations.
- c. **Hazardous Waste:** Hazardous wastes are being disposed as per the Hazardous Wastes Management Rules.
- d. **Other Waste:** Non-hazardous waste such as glass, MS scrap, wood waste, etc. is sent to authorized recyclers (Vendors) or disposed of as per the local regulatory bodies and the regulations.

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

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



PRINCIPLE
3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	993	993	100	993	100	0	0	993	100	0	0
Female	79	79	100	79	100	79	100	0	0	79	100
Total	1072	1072	100	1072	100	79	100	993	100	79	100
OTHER THAN PERMANENT EMPLOYEES											
Male	62	62	100	62	100	0	0	62	100	0	0
Female	8	8	100	8	100	8	100	0	0	8	0
Total	70	70	100	70	100	8	100	62	0	8	100

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	196	196	100	196	100	0	0	0	0	0	0
Female	2	2	100	2	100	2	100	0	0	0	0
Total	198	198	100	198	100	2	100	0	0	0	0
OTHER THAN PERMANENT WORKERS											
Male	398	398	100	398	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	398	398	100	398	100	0	0	0	0	0	0

c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	1.1%	1.3%

2. Details of retirement benefits

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	15	45	Y	5	78	Y
Others - please specify	None					

Accessibility of workplaces

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

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

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

The Company has Equal Opportunity policy in place. The same is available on the website of the Company on below URL: https://www.rpplifesciences.com/website/code_policies_forms.php

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

Gender	Permanent employees				Permanent workers			
	Return to work rate		Retention rate		Return to work rate		Retention rate	
Male	100	100	100	100	100	100	100	100
Female	100	100	100	100	100	100	100	100
Total	100	100	100	100	100	100	100	100

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

Permanent Workers	Yes	'24X7 Support' is a digital salesforce grievance redressal platform.
Permanent Employees	Yes	Additionally, an automated HR chatbot, "ERICA" for employees facilitates deep engagement through quick resolution of queries.
Other than Permanent Employees	Yes	deep engagement through quick resolution of queries.
Other than Permanent Workers	Yes	Online and off-line grievance register is maintained for workers to facilitate quick resolution of queries.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1072	0	0	0	0	0
Male	993	0	0	0	0	0
Female	79	0	0	0	0	0
Total Permanent Workers	198	100	50	188	105	56
Male	196	100	50	185	105	56
Female	2	0	0	3	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1055	1055	100	1055	100	1010	1010	100	1010	100
Female	87	87	100	87	100	77	77	100	77	100
Total	1142	1142	100	1142	100	1087	1087	100	1087	100
Workers										
Male	594	594	100	0	0	526	526	100	0	0
Female	2	2	100	0	0	3	3	100	0	0
Total	596	596	100	0	0	529	529	100	0	0

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	984	689	70	956	875	92
Female	75	41	55	70	56	80
Total	1059	730	69	1026	931	91
Workers						
Male	99	99	100	105	105	100
Female	3	3	100	3	3	100
Total	102	102	100	108	108	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 Occupational Health and Safety management system covers all the units and employees within the manufacturing operation. Hence, the coverage is 100%

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

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

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

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

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

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

11. Details of safety related incidents :

Safety Incident/ Number	Category	FY 2023-24	FY 2022-23
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 engrafts engraft the internal guidelines, Factories act and other state level regulatory requirements within its Environment Health and Safety (EHS) management system. The EHS policy advocates the provision of safe working environment to all the employees, contractors, sub-contractors, visitors and the neighboring communities. The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system.

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

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

14. Assessments for the year:

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

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

During the Financial Year 2023-24, no safety-related major incidents and no significant risks / concerns occurred in the Company.

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

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

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

Stakeholder	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	<ul style="list-style-type: none"> Annual/ quarterly reports and earning calls; Attending investor conferences; Issuing specific event based press releases; Investor presentation 	Quarterly/ need-based	<p>Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are:</p> <ul style="list-style-type: none"> Overall Company performance Corporate governance Regulatory compliance

Stakeholder	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
Regulators	No	<ul style="list-style-type: none"> In-person meeting E-mail 	Need-based	<p>Transparent communication with the regulators is critical from the compliance perspective.</p> <p>The key area of interests for the regulators is:</p> <ul style="list-style-type: none"> Regulatory compliance
Suppliers/ vendors/ third party manufacturer	No	<ul style="list-style-type: none"> Vendor meetings Virtual modes such as e-mail, telephonic communication 	Ongoing	<p>Responsible supply chain practices are critically important for ensuring business continuity in a sustainable manner</p> <p>Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are:</p> <ul style="list-style-type: none"> Timely supply and payments Collaboration
NGOs	No	<ul style="list-style-type: none"> In-person meetings Virtual modes such as e-mail, telephonic communication 	Ongoing	<p>As a responsible Company, engaging with NGOs facilitate the streamlining of the CSR activities undertaken in partnership.</p> <p>The key areas of interest for NGO are:</p> <ul style="list-style-type: none"> Employee volunteering Agile management process
Communities	Yes	<ul style="list-style-type: none"> In-person meetings Engagement through NGO partners 	Ongoing	<p>Community development programs initiated by the Company's CSR activities enables driving a positive impact on the community members.</p> <p>The key areas of interest for community are:</p> <ul style="list-style-type: none"> Community development programs with a focus on health, education, sanitation and infrastructure development

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


BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
Essential Indicators
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:

Category	FY 2023-24			FY 2022-23		
	Category Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
EMPLOYEES						
Permanent	1072	1072	100	1026	1026	100
Other permanent than	70	70	100	61	61	100
Total Employees						
TOTAL	1142	1142	100	1087	1087	100
WORKERS						
Permanent	198	198	100	188	188	100
Other permanent than	398	398	100	341	341	100
Total Workers						
TOTAL	596	596	100	529	529	100

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	993	0	0	993	100	956	0	0	956	100
Female	79	0	0	79	100	70	0	0	70	100
Other than Permanent										
Male	62	0	0	62	100	54	0	0	54	100
Female	8	0	0	8	100	7	0	0	7	100
WORKERS										
Permanent										
Male	196	0	0	196	10	185	0	0	185	100
Female	2	0	0	2	100	3	0	0	3	100
Other than Permanent										
Male	398	398	100	0	0	341	288	84	53	16
Female	0	0	0	0	0	0	0	0	0	0

3. a) Details of remuneration/salary/wages:

	Male Number		Female Number	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)	9	4,50,000	1	3,50,000
Key Managerial Personnel	2	72,26,289	0	0
Employees other than BOD and KMP	990	4,99,980	79	5,67,708
Workers	99	4,92,864	0	0

b) Gross wages paid to females as % of total wages paid by the entity:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7%	7%

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

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

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

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

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

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

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

The Company has POSH policy and various other HR policies to prevent adverse consequences to complaints in discrimination and harassment cases.

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

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

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 Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

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

No Corrective action was suggested



**PRINCIPLE
6**

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (in Mega Joules) (A)	1,11,37,896	10,19,840
Total fuel consumption (in Mega Joules) (B)	-	-
Energy consumption through other sources (c)	-	-
Total energy consumed from renewable sources (in Mega Joules) (A+B+C)	1,11,37,896	10,19,840
From non-renewable sources		
Total electricity consumption (D)	3,24,90,288	3,63,71,574
Total fuel consumption (E)	1,37,13,022	1,53,74,686
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,62,03,310	5,17,46,260
Total energy consumed (A+B+C+D+E+F)	5,73,41,206	5,27,66,101
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	985	1,029
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	985	1,029
Energy intensity in terms of physical Output	-	-

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

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	95,445	1,02,588
(iv) Seawater / desalinated water	-	-
(v) Others	1,000	4,160
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	96,445	1,06,748
Total volume of water consumption (in kilolitres)	96,445	1,06,748
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2	2
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2	2
Water intensity in terms of physical output	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- 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	28,113	32,374
- No treatment	-	-
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	28,113	32,374

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

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

Zero Liquid Discharge mechanism was not implemented as at March 31, 2024. It is proposed to be implemented in FY 24-25.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	PPM	9.37	14.80
SOx	PPM	4.24	3.23
Particulate matter (PM)	PPM	11.89	22.24
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	PPM	1.06	1.06
Hazardous air pollutants (HAP)	PPM	2.80	3.87
Others – please specify - (HCL)	PPM	4.26	5.67

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	27,719	11,269
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	19,744	22,102
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tones of CO2 equivalent / turnover in ₹ lakhs	0.82	0.65
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)		0.82	0.65
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-

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

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

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

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

1. Alternative energy source like Solar power to reduce carbon footprint.
2. Efficient air compressor replaced with old air compressor and Installation of Variable Frequency Drive (VFD) to save power.
3. Installed Automatic Tube Cleaning System (ATCS) on Chilling plant to save energy.
4. Modification of jet mill for reduction in batch cycle time.
5. Chilled water system was installed for optimum usages which used 300 TR instead of 400 TR during winter season.
6. Variable Frequency Drive (VFD) and Pressure Transmitter were provided for controlled RPM.
7. Chilled water existing open loop converted in closed loop to save energy.
8. Staggering usages of Transformer during silent hours to save copper losses of power.
9. Optimisation of cooling tower operation for energy saving i.e. One cooling tower for two utilities.
10. Heat recovery wheel of Air Handling.
11. Switching to energy efficient LED (Light Emitting Diodes) lighting.
12. Switching to energy efficient pumps.

9. Provide details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	52.24	35.41
E-waste (B)	0.73	0.48
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	41.29	47.00
Battery waste (E)	-	0.32
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	-	23.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	34.24	134.29
Total (A+B + C + D + E + F + G+ H)	128.51	241.47
Waste intensity per rupee of turnover (Total waste generated/ Turnover in ₹ lakhs)	0.002	0.005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.002	0.005
Waste intensity in terms of physical output	-	-
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	313.43	266.56
(ii) Re-used	-	-
(iii) Other recovery operations	33.03	2.73
Total	328.05	269.29
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	181.75	175.58
(ii) Landfilling	21.49	34.88
(iii) Other disposal operations	-	-
Total	203.24	210.46

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

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 integrates waste management practices with a comprehensive approach towards waste minimization, segregation, and safe disposal. As a part of hazardous waste disposal mechanism, the company has disposed waste through recycling, pre-processing, incineration, and landfilling.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Navi Mumbai	Manufacturing	Yes

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

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

Sr. 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
Not Applicable				

Yes, all the manufacturing operations and R&D centers under the entity are compliance with the applicable regulation and guidelines as per national and state level mandates



BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



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

We have affiliations with 4 trade and industry chambers/ associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
2.	Bombay Chamber of Commerce and Industry (BCCI)	State
3.	Federation of Indian Export Organisation (FIEO)	National
4.	Indian Drug Manufacturers' Association (IDMA)	National

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

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



**PRINCIPLE
8**

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

No mechanisms in place.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	24%	35%
Sourced directly from within India	79%	80%

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

Location	FY 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	2%	2%
Urban	27%	28%
Metropolitan	71%	70%

(place to be categorized as per RBI Classification system)



BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

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

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

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

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

Received during the year	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential Services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

Voluntary recalls	-	-
Forced recalls	1	The reason for recall of product was primarily out of specification during testing of sample by CDSCO.

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

Yes, the company has Cyber security policy in place as a framework on risk related to data privacy. The policy is available on website of the Company on: https://www.rpglifesciences.com/website/code_policies_forms.php

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

Not Applicable

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches: Nil
- b) Percentage of data breaches involving personally identifiable information of customer: Nil
- c) Impact, if any, of the data breaches: Not Applicable