



Natco Pharma Limited

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

4th September, 2024

Corporate Relationship Department
M/s. BSE Limited
Dalal Street, Fort
Mumbai 400001

The Manager - Listing
M/s. National Stock Exchange of India Ltd
"Exchange Plaza", Bandra – Kurla Complex
Bandra (E), Mumbai 400051

Scrip Code: 524816

Scrip Code: NATCOPHARM

Dear Sir/Madam,

Sub:- Business Responsibility and Sustainability Report for the financial year ended 31st March, 2024 as per Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith, the Business Responsibility and Sustainability Report (BRSR) for the Financial Year (FY) ended 31st March, 2024, which also forms part of the Annual Report for the FY 2023-24.

This is for your information and necessary records.

Thanking you,

Yours faithfully,
For NATCO Pharma Limited

Ch. Venkat Ramesh
Company Secretary &
Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING



Section A
General disclosures



Section B:
Management and
process disclosures




Section C:
Principle- wise performance
disclosures



Principle

1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable



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



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



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



5 Businesses should respect and promote human rights




8 Businesses should promote inclusive growth and equitable development



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



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



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



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24230TG1981PLC003201
2.	Name of the Listed Entity	NATCO PHARMA LIMITED
3.	Year of incorporation	1981
4.	Registered office address	Natco House, Road No.2, Banjara hills, Hyderabad - 500034, Telangana, India.
5.	Corporate address	Natco House, Road No.2, Banjara hills, Hyderabad - 500034, Telangana, India.
6.	E-mail	investors@natcopharma.co.in
7.	Telephone	Tel: 040 23547532
8.	Website	https://www.natcopharma.co.in/
9.	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and the BSE Limited (BSE)
11.	Paid-up Capital	₹ 358 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. PSRK Prasad, Director and Executive Vice President, Corporate Engineering Services Tel: 8542 226611 psrk@natcopharma.co.in Mr. Rajesh Chebiam, Executive Vice President, Crop Health Sciences, Tel: 040 2354 7532 rajesh.chebiam@natcopharma.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures are made in this report on a Standalone basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

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

S. No.	Description of the main activity	Description of business activity	% of the turnover of the entity
1	Manufacturing and sale of pharmaceutical products	NATCO operates in two different business segments: pharmaceuticals and agrochemicals. Within the pharma business segment, the Company drives its sales through Finished Dosage Forms (FDFs) and Active Pharmaceutical Ingredients (APIs).	100 %

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	Manufacture of pharmaceuticals, medicinal chemicals including Active Pharmaceutical Ingredients (API) and Finished Dosage Formulations	210	>90 %

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	9 Manufacturing units and 2 R&D centres	1	12

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

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

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

78% contribution of exports as a percentage of the total turnover of the entity

c. A brief on types of customers

Distributors, stockists, Hospitals, government agencies, top 3 generic companies of the world, regional players and national players of respective territories/ countries.

IV. Employees**20. Details as at the end of the 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)	3,493	3,188	91.3 %	305	8.7 %
2.	Other than Permanent (E)	269	184	68.4 %	85	31.6 %
3.	Total employees (D + E)	3,762	3,372	89.6%	390	10.4%
WORKERS						
4.	Permanent (F)	523	473	90.4 %	50	9.6 %
5.	Other than Permanent (G)	477	400	83.9 %	77	16.1 %
6.	Total workers (F+G)	1,000	873	87.3%	127	12.7%

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

21. Participation/Inclusion/Representation of women



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

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)



	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.79 %	1.87 %	15.66 %	14.4 %	1.83 %	16.23 %	16.13 %	1.71 %	17.84 %
Permanent Workers	0.31 %	0.04 %	0.35 %	3.22 %	1.14 %	4.37 %	0.38 %	0.01 %	0.49 %

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Natco Pharma Inc.	Subsidiary	100 %	No
2	Natco Pharma (Canada) Inc	Subsidiary	100 %	No
3	Time Cap Overseas Limited	Subsidiary	100 %	No
4	Natcofarma Do Brasil Ltd	Stepdown subsidiary	100 %	No
5	Natco Pharma Asia Pte Ltd	Subsidiary	100 %	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
6	Natco Pharma Australia Pty Ltd	Subsidiary	100 %	No
7	Natco Life Sciences Philippines Inc.	Subsidiary	100 %	No
8	Natco Pharma USA LLC (Formerly known as Dash Pharmaceuticals LLC)	Stepdown subsidiary	100 %	No
9	PT. Natco Lotus Farma	Subsidiary	51 %	No
10	Natco Pharma Colombia SAS	Subsidiary	100 %	No
11	Natco Pharma UK Limited	Subsidiary	100 %	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes



(ii) Turnover (in Rs.): 35,689 million

(iii) Net worth (in Rs.): 55,564 million

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 (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 the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	291	6	Note 1	180	12	Note 2
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

Web-link for Stakeholder Grievance Redressal policy: [Stakeholder Grievance Redressal policy](#)

Note 1 - The pending complaints were received during the last week of the Quarter ended 31st March, 2024 and the same had been resolved within due date.

Note 2 - The pending complaints were received during the last week of the Quarter ended 31st March, 2023 and the same had been resolved within due date.

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.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Corporate Governance and Business Ethics	Opportunity	A good governance is key to achieving long-term success by embracing transparency, accountability, and integrity, we can mitigate risks and establish a trustworthy brand image. Our commitment to excellence enables us to foster a culture of ethics, earning the respect and loyalty of our stakeholders.	Our Code of Conduct is well established and covers all range of stakeholders. We have robust compliance programs, comprehensive trainings for employees and stakeholders. Additionally, having independent board oversight, whistleblower mechanism, and transparent reporting structure helps identify and address issues early.	Positive : Implementing policies and procedures that promote effective corporate governance aid in promoting long-term business sustainability.
2	Product Quality and Safety	Risk & Opportunity	Exceptional product quality is the cornerstone of building trust with our customers. We are committed to maintaining the highest standards of quality, safety, and efficacy in our products, ensuring that they meet the stringent regulatory requirements and exceed customer expectations. By investing in robust quality control measures, we tend to minimize the risk of product recalls, regulatory penalties.	We adhere to Good Manufacturing Practices (GMP), through testing of raw materials and finished products, validation of manufacturing processes, and regular inspection of manufacturing facilities. Additionally, we implement robust pharmacovigilance processes and quality control standards.	Negative: Product recalls, loss of market share, and financial losses. Positive: Providing highest product quality helps in gaining customer trust and leads to business expansion and revenue growth.
3	Supply chain management	Risk & Opportunity	We have a proactive approach to supply chain management which has enabled us to optimize resource allocation, leading to improved performance and reduced production delays. However, despite these efforts, we remain vulnerable to supply chain disruptions, which can impact business.	Implementing supply chain transparency, diversifying suppliers, conducting risk assessments, and establishing contingency plans.	Negative: Production delays resulting in lost revenue due to unmet demand, decreased cost savings, and expedited shipping charges. Positive: Resilient supply chain aids in avoiding disruptions and hence improving our performance.

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
4	Energy and emissions	Opportunity	We have set targets to minimize GHG emissions across all our facilities, and our initiative to source electricity from renewable energy sources, using briquette-fired boilers are key to achieving these reductions.	We aim to enhance RE in our energy mix up to 35 % by end of 2035. Along with that, we aim to achieve Carbon Neutrality by 2050. At Natco Pharma, two API & four Formulations manufacturing facilities are accredited with ISO14001-2015 & ISO 45001-2018 Management System standards.	Positive: Inherent benefits such as reduction in overall energy costs and reduction in emissions.
5	Health and safety	Risk & Opportunity	Employees are the backbone of our operations, and it is our responsibility to prioritise their health, safety, and well-being. Minimizing incidents and accidents help to maintain productivity and performance, which leads to uninterrupted supply of products.	We have developed a detailed EHS policy that governs our approach for health and safety of all our employees in all business operations. At Natco Pharma, two API & four Formulations manufacturing facilities are accredited with ISO 14001-2015 & ISO 45001-2018 Management System standards.	Negative: Costs associated with workplace accidents, medical expenses, legal fees, and fines. It also leads to loss of productivity. Positive: Reduced lost time with efficient systems in place.
6	Employee engagement and development	Opportunity	Trained and developed employees are more productive, innovative, and loyal. Investing in employee development fosters talent retention and enhances organizational performance.	Providing training and development opportunities, fostering open communication, recognizing and rewarding achievements, and promoting work-life balance.	Positive: Higher productivity of employees leads to higher output and efficiency, improved employee retention, increased productivity, enhanced innovation, and a positive workplace culture.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Data privacy	Risk	Incidents of data breach and privacy violations puts company data in risk, can result in legal liabilities.	Implementing robust data protection measures, complying with privacy regulations, encrypting sensitive information, and educating employees about data privacy. Next-generation firewalls, latest anti-virus, anti-malware, and protection measures are used to ensure data protection from internal and external threats. Next-generation firewalls, latest anti-virus, anti-malware, and protection measures are used to ensure data protection from internal and external threats.	Negative: Costs associated with data breaches.
8	Water management	Risk & Opportunity	We are committed to responsible water stewardship throughout our business -. By proactively managing water usage, we're not only mitigating risks associated with scarcity, pollution, and regulatory compliance, but also ensuring a sustainable future for our business and the communities we serve.	We recycled 48 % of water in FY 23-24. Implementing water saving technologies, monitoring of water usage, wastewater treatment & recycling, rainwater harvesting & reuse and complying with water regulations.	Negative: Costs associated with water scarcity, water pollution, and fines for non-compliance. Positive: Yield of positive financial outlook as our initiatives generate cost savings and facilitate optimal water usage.
9	Climate change	Risk & Opportunity	While climate change impacts such as extreme weather events, rising sea levels, and regulatory changes can affect operations, supply chain, and infrastructure, it also offers opportunities through our innovations in controlling air emissions, improving energy efficiency, and increasing the share of renewable energy.	Implementing energy and water audits, setting emission reduction targets, investing in renewable energy, and adapting infrastructure to climate change impacts. We aim to enhance RE in our energy mix up to 35 % by end of 2035 and achieve Carbon Neutrality by 2050.	Negative: Costs associated with climate-related damages, regulatory compliance. Positive: Mitigation of transition and climate-related risks and associated financial losses.
10	Diversity and inclusion	Opportunity	Diverse and inclusive workplaces promote creativity, innovation, and employee satisfaction. Embracing diversity enhances decision-making and fosters a culture of belonging.	Implementing diversity and inclusion initiatives, promoting equal opportunities, providing diversity training, and fostering a culture of respect and acceptance.	Positive: Improved employee morale and retention, increased productivity, and a positive brand image as an inclusive employer.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Waste management	Risk	Improper waste disposal, pollution, and regulatory non-compliance can lead to legal liabilities, fines, and reputational damage.	<p>We follow best practices to maintain our manufacturing plants free of volatile organic compounds, free from dust and odours.</p> <p>Reducing Organic and Inorganic waste generation across all stages of our operations, promoting recycling and reuse, and minimizing the disposal of waste to landfill as practically possible.</p> <p>Optimizing the usage of packaging material by implementing bulk packing, reusing, and recycling packing material wherever possible.</p>	Negative: Costs associated with waste disposal, fines for non-compliance, and remediation expenses.
12	Community engagement and development	Opportunity	Engaging with local communities and investing in community development projects fosters positive relationships, enhances brand reputation, and contributes to social responsibility.	Participating in community outreach programs, supporting local initiatives, listening to community feedback, and addressing community needs and concerns.	Positive: Improved brand reputation, enhanced community relations,, and positive societal impact.
13	Human rights	Risk	Violations of human rights in operations or supply chain can lead to legal liabilities, reputational damage, and loss of customer trust.	Implementing human rights due diligence, defining clear processes for human rights related grievances, addressing human rights issues in the supply chain, and collaborating with stakeholders.	Negative: Costs associated with legal fees, regulatory fines, and loss of market share.
14	Access and affordability	Opportunity	Ensuring access to affordable healthcare products improves patient outcomes, promotes public health, and contributes to social welfare.	Implementing access programs, pricing strategies, and partnerships to increase affordability and accessibility of medicines.	Positive: Increased market share, improved brand reputation, positive societal impact, and enhanced customer loyalty.

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)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available					Annexure				
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/certifications/ labels/ standards adopted by your entity and mapped to each principle.	-	ISO 14001	ISO 45001	-	-	ISO 14001	-	As per the CSR Rules prescribed under the Companies Act, 2013	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					Note 1				
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.					Note 2				

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements

At Natco Pharma, we recognize the paramount significance of sustainability in shaping a brighter future for generations to come. Our commitment to this cause extends beyond mere acknowledgement, as it is an integral part of our corporate philosophy and permeates every aspect of our operations. As India experiences rapid growth, we are acutely aware of the pressing need to harmonize development with the preservation of our natural resources and ecosystems. Our dedication to sustainability is a fundamental tenet of our organization, and we are steadfast in our resolve to ensure that our actions contribute to a more equitable and environmentally conscious future. Integrating sustainability throughout our value chain begins at the earliest stages of product development, ensuring that environmentally conscious design and development timelines are met while addressing the unmet needs of patients.

Our commitment to sustainable practices is evident in our consistent efforts to increase our reliance on renewable energy sources, which currently account for 15% of our total energy requirements, and 26% of our total electricity procured from Renewable sources. We are committed to enhancing the renewable energy component in energy mix to 35% by 2035 and achieving Carbon neutrality by 2050.

We are dedicated to responsible water management as a part of our broader environmental stewardship initiatives. In addition, we are working towards minimizing the disposal of hazardous waste in landfills and incinerators, and instead, exploring opportunities for waste reuse, recovery, re-processing, recycling, co-processing, and conversion into alternative fuels and raw materials. Looking ahead, we have set ambitious ESG targets wherein, we aim to achieve Carbon Neutrality by 2050 and prepare a road map to achieve water neutrality in our API units located at Mekaguda by 2024-25 and Manali by 2025-26.

On the social front, we have prioritized the well-being and development of our employees. The company provides equal opportunities for growth and development, ensuring a safe and healthy working environment for its employees. We have provided comprehensive healthcare coverage for all our employees and workers. Furthermore, we recognize the importance of investing in the growth and development of our workforce, and through the NATCO Trust, we support education, healthcare, and social empowerment programs that have a positive and lasting impact on the communities we serve.

Natco Pharma’s mission is to “Make Specialty medicines accessible to all” and by leveraging our Research and Development capabilities, we aim to provide high-quality, niche pharmaceutical products at affordable prices, ensuring that patients have access to essential treatments. Product Quality and Safety is a core element of Natco Pharma’s sustainability efforts, and we strive to enhance our product stewardship efforts to ensure the sustainability of our product lifecycle. The company has developed sustainable processes and technologies to optimize resource utilization across the product life cycle.

Natco Pharma remains steadfast in its commitment to creating long-term value for all stakeholders through responsible business practices. We will continue to prioritize ESG considerations in our strategic decision-making, driving sustainable growth and positive impact.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details	The Core ESG Committee is responsible for decision making on Sustainability related issues comprising of Board of Directors, KMPs and functional heads.

10. Details of Review of NGRBCs by the Company:

Subject of 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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, review was undertaken by the Director.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, review was undertaken by the Director.									Annually								

11. Disclosure Questions

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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:

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

Notes

We deepened our dedication to creating a positive impact by unveiling ambitious ESG targets, further solidifying our sustainable development strategy.

Note 1:

a. Principle 3: Enhancing safety culture at workplace

- Target to achieve zero-accident and injury free workplace.
- ISO 45001 – 2018; Occupational Health and Safety Management Certification for all our manufacturing facilities by 2025-26. Imparting training to employees for 40 hours per person every year by 2025-26.

b. Principle 6: Our Commitment to Environment

- Enhancing the renewable energy component in energy mix to 35 % by 2035.
- Carbon neutrality by 2050.
- Roadmap for Water neutral for our API Units located at Mekaguda by 2024-25 and Manali by 2025 -26.

c. Our Commitment to Social

- Conducting a pilot intervention in AWCs benefiting 500 children, 3-6 years age, with an additional educator to deliver high quality play-based education with RIVER MGML methodology.
- Improve FLN outcomes with a partner organisation in 1356 schools in 2 districts.
- Enhancing a medical infrastructure by constructing of secondary Eye Care Centre at Munipalle, Guntur in collaboration with LVPEI (FY 25) & Extension Block at NATCO Cancer Centre in GGH (FY 27)

d. Our Commitment to Governance

- 100 % compliance with regulations
- ISO 27001; International Standard for Information Security Management Certification by 2025-26

Note 2:

a. Principle 3: Enhancing safety culture at workplace

- Zero workplace place related injuries observed in FY23-24.

a. Principle 6: Our Commitment to Environmental Stewardship

- In FY 23-24, 26 % of our overall electricity consumption, and 15 % of our entire energy consumption was contributed by Renewable sources.
- In FY 23-24, we used 48 % recycled water in our business units.

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.

1 PRINCIPLE **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 and KMP	4	A comprehensive Familiarisation Programme is conducted for the Board of Directors and key managerial personnel on a need-basis, providing updates on various business operations, evolving market dynamics, investor highlights, and changes in regulations. On a quarterly basis, the company provides updates on financial results, overall business compliance, improvements, and concerns related to environmental safety and health performance, products, and processes.	100%

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
Employees other than BoD and KMPs	202	The employees of the company undergo various training programs throughout the year, covering a range of topics including Code of Conduct, Policy on Sexual Harassment (POSH), ongoing training on current good manufacturing practices (cGMP), good manufacturing practices (GMP), safety in the pharmaceutical industry, first aid, fire safety, emergency preparedness, and physical well-being.	100 %
Workers	103	The company provides various trainings throughout the year for its workers. These trainings include Policy on Sexual Harassment (POSH), skill upgradation, Health & Safety, and Emergency preparedness, which are conducted based on a yearly training schedule.	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 in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

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
NA	NA

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

Natco Pharma Limited is committed to conducting its business with the highest standards of ethics, integrity, and transparency, adhering to all applicable laws, rules, and regulations. Our policy outlines guidance for recognizing and addressing ethical issues, mechanisms for reporting unethical conduct, and fostering a culture of honesty and accountability. It applies to all employees, contractors, suppliers, and business partners. The policy mandates compliance with laws and prohibits bribery, corruption, improper gifts, manipulation and concealment. Employees are encouraged to report any suspected violations of this policy promptly to their supervisor/Compliance officer. This policy is supported by a robust whistleblower policy to facilitate the reporting of unethical behaviour, actual or suspected fraud or violation of Anti-Corruption and Anti-Bribery policy.

Web-link of policy: [Anti-Corruption/Anti-Bribery policy](#)



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	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not Applicable



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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	121	125

*Average account payables

9. **Open-ness of business** Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, In the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25 %	18 %
	b. Number of trading houses where purchases are made from	1,103	872
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	41 %	33 %
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	14 %	16 %
	b. Number of dealers / distributors to whom sales are made	2,507	1,295
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	18 %	31 %
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0 %	0 %
	b. Sales (Sales to related parties / Total Sales)	3 %	8 %
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.32 %	0.52 %
	d. Investments (Investments in related parties/Total Investments made)	65 %	65 %

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
0	0	0

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 a "Related Party Transactions policy" in place, which applies to both board members and key managerial personnel (KMPs). This policy requires that any transactions involving these individuals, who are deemed to be related parties, must be approved by the Audit Committee and the Board of Directors. In such cases, interested directors or KMPs are required to abstain from participating in the discussions during meetings.

Weblink for policy: [Related Party Transactions policy](#)

2

PRINCIPLE

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 products and processes to total R&D and CAPEX investments made by the entity, respectively.

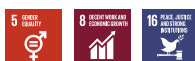
	Amount	Percentage	Details of improvements in environmental and social impacts
R&D	-	-	R&D expenditure is focused on the environmental and safety performance of our processes and creating a holistic impact. The use of technology and a proactive approach enables us to develop and launch complex and niche molecules with non-infringing processes.
Capex	₹ 2.7 crores	1.14%	Investing in upgradation of environmental and safety infrastructure, Electronic Vehicles and renewable energy

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

Yes

Our Sustainable Procurement policy outlines expectations for suppliers in four areas: business integrity, environmental responsibility, labour practices, and compliance with laws. The policy applies to all suppliers and outlines a code of conduct prioritizing employee health, safety, and well-being, integrating sustainability principles, and optimizing resource utilization. The policy guides critical suppliers to comply with environmental laws, regulations, and industry standards, including disposal of hazardous materials and adherence to emission limits, maintain transparency about origin and sourcing of materials in their products. The suppliers are encouraged to promptly report any violations to the Code of Conduct of the company and propose corrective actions.

Web-link for policy: [Sustainable Procurement policy](#)



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

Natco Pharma encourages all its suppliers to integrate sustainability principles into their business operations and strive to minimize their environmental impact. Currently, we are in the process of assessing our suppliers for the same.

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.



Natco Pharma has implemented appropriate systems and practices for the eco-friendly management of various types of waste. The company adheres to Standard Operating Procedures (SOPs) for waste collection, storage, and disposal, ensuring that the waste is handed over to authorized waste management agencies for recycling, reuse, and safe disposal in accordance with Central Pollution Control Board (CPCB) norms. By following these procedures, Natco Pharma is committed to minimizing its environmental impact and promoting sustainable waste management practices.

- a) **Plastics (including packaging):** Plastic waste generated is reclaimed by authorized third party waste management agencies as per the Extended Producer Responsibility (EPR) norms and recycled for producing value added products, following Plastic Waste Management Rules.
 - b) **E-waste:** E-waste generated is handed over to authorized e-waste recyclers by collection centres, or authorized dismantlers for recycling.
 - c) **Hazardous waste:** Hazardous waste generated is sent to authorized cement industries, pre-processing facilities, or TSDF (Treatment Storage Disposal Facility) for safe disposal.
 - d) **Other waste:** Sent to pre-processing facilities or recyclers for further processing and recycling.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The Extended Producer Responsibility (EPR) applies to our organization’s activities. We have an EPR action plan aligned with CPCB guidelines and are registered with CPCB under the Plastic Waste Management Rules as a “Brand Owner.” During the current reporting year, we collected and recycled approximately 142 tons of various plastic packaging materials across different states in India under the EPR regulations.

Leadership Indicators

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



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.
210	Apixaban	0.46 %	Cradle to Gate	Yes	Assessment is in progress

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
Apixaban	NA	Assessment in progress

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



Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23

Not Applicable. The pharmaceutical industry has strict guidelines that prohibit the use of recycled or reused input materials in the manufacturing process due to the high risk of contamination and the sensitive nature of the products being produced.

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



	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	123	19	0	51	7
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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
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According to the Central Pollution Control Board's (CPCB) Extended Producer Responsibility (EPR) guidelines, we recycle at least 70% of packaging materials from finished products at the end of their life cycle.

3 PRINCIPLE

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



Essential Indicators

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



Category	Total (A)	% of employees covered by									
		Health insurance ¹		Accident insurance		Maternity benefits ²		Paternity benefits ³		Day Care facilities ⁴	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3,188	2,793	87.6 %	3,188	100 %	0	0 %	0	0 %	0	0 %
Female	305	235	77.0 %	305	100 %	305	100 %	0	0 %	0	0 %
Total	3,493	3,028	86.7 %	3,493	100 %	305	100 %	0	0 %	0	0 %
Other than Permanent employees											
Male	184	19	10.3 %	184	100 %	0	0 %	0	0 %	0	0 %
Female	85	3	3.5 %	85	100 %	85	100 %	0	0 %	0	0 %
Total	269	22	8.2 %	269	100 %	85	100 %	0	0 %	0	0 %

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

Category	Total (A)	% of workers covered by									
		Health insurance ¹		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	473	439	92.8 %	473	100 %	0	0 %	0	0 %	0	0 %
Female	50	40	80.0 %	50	100 %	50	100 %	0	0 %	0	0 %
Total	523	479	91.6 %	523	100 %	50	100 %	0	0 %	0	0 %
Other than Permanent workers											
Male	400	0	0 %	400	100 %	0	0 %	0 %	0 %	0	0 %
Female	77	0	0 %	77	100 %	0	0 %	0 %	0 %	0	0 %
Total	477	0	0 %	477	100 %	0	0 %	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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.5 % (₹ 19 Crores)	0.6 % (₹ 15 Crores)

¹ All employees and workers of Natco Pharma are eligible for health insurance coverage, although a certain segment has chosen not to avail themselves of this benefit.

² Maternity benefits for eligible employees were given as per the statutory requirements.

³ Employees are provided with Paternity Benefits on a case to case and need basis.

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

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.)
Provident Fund	100 %	100 %	Yes	100 %	100 %	Yes
Gratuity	100 %	100 %	Yes	100 %	100 %	Yes
ESI	8 %	50 %	Yes	22 %	1 %	Yes
Others-please specify	-	-	-	-	-	-

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

Yes, premises/offices have ramps for easy movement of differently abled people and wheelchair- accessible restrooms are available.

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

Natco Pharma Limited is committed to creating an inclusive workplace environment that promotes equal opportunities and respects the dignity and rights of all individuals. Our policy also ensures fairness and transparency in all aspects of recruitment, selection, and onboarding processes.

Web-link of policy: [Equal Opportunity policy](#)

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	
Female	75 %	75 %		
Total	75 %	75 %		

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	The company aims to address all stakeholder grievances.
Other than Permanent Workers	Stakeholders can report their grievances using various communication channels, including email, telephone, or in writing. A dedicated stakeholder grievance redressal officer will investigate the case and find relevant evidence in a fair and transparent manner. The officer will maintain detailed records of all grievances, actions taken, and decisions finalized, ensuring confidentiality in record keeping. If the stakeholder finds the resolution unsatisfactory, they can escalate their grievance to the next level using an escalation matrix. Detailed documentation of all activities and discussions is maintained, ensuring confidentiality of complaints and complainant identities, except in legal situations.
Permanent Employees	
Other than Permanent Employees	

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						
Male	3,188	0	0%	2,985	0	0%
Female	305	0	0%	291	0	0%
Total	3,493	0	0%	3,276	0	0%
Total Permanent Workers						
Male	473	323	68.3%	493	303	61.5%
Female	50	39	78.0%	52	41	79%
Total	523	362	69.21%	545	344	63%

8. Details of training given to employees and workers:



Category	2023-24					2022-23 ⁵				
	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	3,372	2,047	60.7 %	1,489	44.2 %	3,101	1,769	57.1 %	1,346	43.4 %
Female	390	295	75.6 %	195	50 %	333	282	84 %	175	52.6 %
Total	3,762	2,342	62.3 %	1,684	44.8 %	3,434	2,051	59.7 %	1,521	44.3 %
Workers										
Male	873	870	99.7 %	852	98 %	925	907	98.1 %	855	92.4 %
Female	127	105	83 %	112	88 %	132	115	87.1 %	130	98.5 %
Total	1,000	975	98 %	964	96 %	1,057	1,022	96.7 %	985	93.2 %

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)
Employees⁵						
Male	3,372	2,395	71 %	3,101	2,170	69.9 %
Female	390	222	56.9	333	231	69.4 %
Total	3,762	2,617	69.9 %	3,434	2,401	69.9 %

Note: Performance and career development reviews have not been carried out for workers.

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

We have integrated an Occupational Health and Safety Management system into our business operations, which is guided by our comprehensive Environment, Health, and Safety (EHS) policy. To ensure the effectiveness of our EHS program, we allocate the necessary resources and support for relevant initiatives and programs and align them with our business objectives and compliance requirements. We continuously incorporate EHS objectives into our business planning, performance tracking, and governance processes to ensure a safety-focused culture throughout the organization. We strive to achieve an incident-free workplace by fostering a safety culture at all levels of the organization through various safety trainings, initiatives, mock drills, and campaigns.

All our manufacturing facilities adhere to safety management systems that comply with the regulations. Currently, two API manufacturing facilities and four Formulations manufacturing facilities are accredited with ISO 14001-2015 & ISO 45001-2018 management system standards. Implementation of these standards at our Nagarjuna Sagar, R&D division and at our Crop Health Sciences divisions is in progress.

⁵ Data updated/reconsidered from last year's BRSR report.

⁶ Data considered for permanent employees

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

All health, safety, and environmental hazards are assessed, and corrective actions are implemented during the development and manufacturing stages. Process safety is ensured throughout the entire product lifecycle, starting from the design stage, supported by periodic assessments and monitoring.

Safe operations are maintained using various risk analysis tools, including EHS by design checklists, risk-based exposure assessments for all chemicals, Hazard and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA), Qualitative Risk Analysis (QRA), walkthrough observations, plant safety inspections, and internal and external safety audits. The company routinely and non-routinely identifies work-related hazards and assesses risks. Routine activities are covered under HIRA and Standard Operating Procedures (SOPs), while non-routine activities are managed through the work permit system. Any changes in processes or facilities are addressed through the Change Management System to ensure a safe workplace. Furthermore, our site leadership teams actively identify unsafe acts and conditions. To protect our employees from hazards, we enforce stringent administrative and engineering controls, a work permit system, and ensure a trained workforce equipped with appropriate personal protective equipment across all facilities.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, fostering a safety-oriented mindset within our workforce is fundamental to our safety management system. Our interventions emphasize employee consultation, participation, and involvement in cultivating a robust safety culture. We have adopted a blended approach that includes both informal interventions, such as toolbox talks, and formalized procedures. Employees are encouraged to proactively incorporate safety into their daily activities. They are also encouraged to report unsafe acts, unsafe conditions, and near misses, and to offer suggestions for improving workplace safety and health. The company provides a supportive working environment that empowers employees to implement innovative ideas.

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

Yes, each operational site has a qualified doctor and nurses available to monitor the health of our employees. The sites are equipped with fully functional Occupational Health Centres. We provide comprehensive health insurance schemes for every employee, aligned with our Group Medical Insurance policy and the Employee State Insurance Scheme.

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

*Including in the contract workforce

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

As a pharmaceutical company, we are committed to providing a safe and healthy work environment for our employees. To achieve this, we are implementing the ISO 45001-2018 Occupational Health and Safety Management System across all our business units. This comprehensive system ensures that we identify and manage risks, hazards, and unsafe conditions across all aspects of our operations.

To identify potential hazards and assess risks, we conduct regular Hazard Identification and Risk Assessment (HIRA) exercises for all activities and processes. Based on the findings, we implement appropriate control measures to minimize the risks and ensure a safe working environment. To control process and fugitive emissions, we have installed adequate scrubber systems across our plants. These systems help reduce the risk of emissions and ensure a safe working environment. All facilities are protected with required fire protection systems.

We ensure the safety of our employees, by conducting regular plant safety inspections by cross-functional teams and external agencies. These inspections help us identify areas of improvement and take corrective actions to address any safety concerns. Required Personal Protective Equipment (PPEs) are provided for all employees and workers. In addition, we conduct exposure assessments and Leak Detection and Repair (LDAR) studies to monitor the potential risks associated with our processes and operations.

To ensure the well-being of our employees, we conduct annual medical health checks. We have a tie-up with NANO Health CARE, a reputed healthcare provider, to provide comprehensive medical check-ups for our employees. This helps us monitor their health and address any health concerns in a timely manner. We also conduct regular health and safety trainings and awareness campaigns for our employees. Employees also undergo various mock drills on various scenarios such as chemical spill, fire, etc.

Periodically, we identify and eliminate unsafe conditions and acts in our plants. This helps us maintain a safe and healthy work environment for our employees.



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



Category	FY 2023-24			FY 2022-23 ⁷		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	14	0	-	12	0	-
Health & Safety	59	0	-	45	0	-

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.

- Internal audits are done on regular basis for safety related parameters in our premises and the corrective actions are taken based on the findings of the reports.

⁷ Data updated/reconsidered from last year's BRSR report.

- Auto modular type fire extinguishing systems have been installed.
- Onsite emergency plans are revised and updated by incorporating the requirements as per the site-specific potential hazards.
- Solids charging assessment was done and implemented reverse charging wherever possible. Solids charging hoppers with double flap valve arrangements made for the process equipment to enhance the workplace safety.
- Behaviour based safety training; Certified First aid & Emergency response training programs are being conducted by engaging an external agency.
- EHS campaigns are conducted across our facilities to involve the employees and create awareness on various safety issues.
- HAZOP studies were conducted for two new products.
- Quantitative Exposure assessments were conducted for five products and required controls implemented.
- Dosimetry assessments were conducted to evaluate the quantitative noise exposure to employees working at the identified areas to ensure safe work environment.



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



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

The Company strives to maintain ethical and integrity-driven business practices throughout its value chain. To ensure this, the Company has implemented measures to monitor and enforce compliance with fair business standards among its partners. We evaluate our compliance practices through DCM Compliance Management tool. These mechanisms include regular audits to ensure that all statutory dues are properly deducted and deposited in accordance with applicable regulations. By doing so, the Company upholds its commitment to responsible and compliant business operations.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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

No



5. Details on assessment of value chain partners:



Safety Incident /Number	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0 %
Working Conditions	0 %

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.

Not Applicable



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



Essential Indicators

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

Stakeholders are a vital component of our business, and their interests significantly impact our strategy. We identify and prioritize stakeholders based on their relevance, influence, and impact on our business operations and outcomes. In the context of our Stakeholder Engagement policy, stakeholders are individuals or groups concerned or interested with or impacted by the activities of our businesses and vice versa, now or in the future, including investors and shareholders, financial institutions, regulators, government agencies, employees and workers, business associates, dealers and distributors, customers, suppliers, doctors and patients, trade unions, local communities, and media.

Our stakeholder mapping process helps us identify key stakeholders and prioritize our engagement efforts. We utilize various engagement channels, such as surveys, workshops, and online platforms, to ensure diverse voices are heard and to collaborate on shared goals. We also establish feedback mechanisms to monitor and address common challenges and provide training to enhance stakeholder engagement.

Regular monitoring and review of our stakeholder engagement activities ensure that we are meeting our commitments and adapting to changing stakeholder needs and expectations.



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



Sr. no.	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
1	Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meeting Annual report Investor presentations Quarterly investor calls Investor /analyst meet Company website Email Announcements 	Need Basis	Financial performance and Business sustainability
2	Regulators/ Government	No	<ul style="list-style-type: none"> Mandatory submissions Meetings and interactions Audits 	Need Basis	Permits and mandatory submissions
3	Suppliers/Vendors	No	<ul style="list-style-type: none"> Regular interaction through phone, e-mail, letters and in person Supplier audits Exhibitions and conferences 	Need Basis	Contracts and audits
4	Employees and workers	No	<ul style="list-style-type: none"> Leadership message and company activities via Intranet portal Learning and Development programs Functional and cross functional committees Personal interaction Performance management system Important events such as world environment day, safety week, National Women’s Day, etc. Cultural and other events Safety meetings 	Need Basis	Policies, benefits and training
5	Business associates	No	<ul style="list-style-type: none"> One-to-one meetings Regular connect through calls 	Need Basis	Business engagement/ continuity and assessment of opportunities
6	Patients	No	<ul style="list-style-type: none"> Community Meetings 	Need Basis	Educating the patients
7	Farmers	No	<ul style="list-style-type: none"> Field meetings Media advertisements Product demonstrations Social media 	Need Basis	Educating the farmers about the products and marketing activities

Sr. no.	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
8	Local Communities	No	<ul style="list-style-type: none"> Community Meetings 	Need Basis	Understanding the wellbeing of the people and working to improve their lives and livelihoods
9	Doctors	No	<ul style="list-style-type: none"> Doctor visits/product information/scientific updates Academic meetings Patient education through clinicians Public awareness through clinicians Website 	Need Basis	Educating them about newer therapies
10	Dealers and Distributors	No	<ul style="list-style-type: none"> Email Meetings Letters Telephone 	Need Basis	Updating about products
11	Trade unions	No	<ul style="list-style-type: none"> Meetings and interactions 	Need Basis	Updating new policies, regulations, benefits or addressing grievances.
12	Media	No	<ul style="list-style-type: none"> Press releases 	Need Basis	Dissemination of information

▶ 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.

Natco Pharma prioritizes transparent and compliant communication with stakeholders, ensuring that essential information is shared. As a part of its stakeholder engagement efforts, the company integrates stakeholder consultation process into its business operations, typically led by business units with senior executive involvement as needed.

We have a Stakeholder Engagement policy in place. Respective business and functional leaders engage with stakeholders on ESG topics, and the feedback from these consultations is provided to the Board, as required.



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. The Company has conducted a materiality assessment to identify Environment Social and Governance (ESG) issues that are relevant to its operations. As part of this assessment, the Company considered various factors, including sustainability frameworks, the priorities of senior management and peers, and stakeholder consultation. Discussions are conducted to gather input from relevant stakeholders, which are then used to prioritize ESG topics and incorporate them into the Company's business strategy, goals, and targets related to sustainability performance.

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

We will be exploring to purchasing goods and services from MSMEs and women-owned enterprises while considering the procurement’s effects on the environment and society as well as aspects like quality, delivery time, and supplier capabilities.

The Company’s CSR initiatives in the fields of education, health and hygiene, the environment, and women and child health are dedicated towards the underprivileged, weak, and marginalized groups in society.



5 PRINCIPLE 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		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,493	3,493	100 %	3,276	3,276	100 %
Other than permanent	269	269	100 %	158	158	100 %
Total	3,762	3,762	100%	3,434	3,434	100%
Workers						
Permanent	523	523	100 %	545	545	100 %
Other than permanent	477	477	100 %	512	512	-
Total	1,000	1,000	100%	1,057	1,057	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	3,493	0	0 %	3,493	100 %	3,276	0	0 %	3,276	100 %
Male	3,188	0	0 %	3,188	100 %	2,985	0	0 %	2,985	100 %
Female	305	0	0 %	305	100 %	291	0	0 %	291	100 %

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)
Other than Permanent	269	0	0 %	269	100 %	158	0	0 %	158	100 %
Male	184	0	0 %	184	100 %	116	0	0 %	116	100 %
Female	85	0	0 %	85	100 %	42	0	0 %	42	100 %
Workers										
Permanent	523	0	0 %	523	100 %	545	0	0 %	545	100 %
Male	473	0	0 %	473	100 %	493	0	0 %	493	100 %
Female	50	0	0 %	50	100 %	52	0	0 %	52	100 %
Other than Permanent	477	0	0 %	477	100 %	512	0	0 %	512	100 %
Male	400	0	0 %	400	100 %	432	0	0 %	432	100 %
Female	77	0	0 %	77	100 %	80	0	0 %	80	100 %

3. Details of remuneration/salary/wages:



a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	9	3,36,94,599	1	0
Key Managerial Personnel	2	79,81,779	0	0
Employees other than BoD and KMP ⁸	3,365	6,30,000	390	4,09,722
Workers	473 ⁸	5,27,448	50	4,70,154

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 paid by the entity	7.32 %	7.61 %

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, we do have committee responsible for addressing the Human Rights.

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

Natco Pharma implements a robust Human Rights grievance resolution mechanism for employees, contractors, and suppliers. The company ensures remediation processes are in place for those affected by its operations, with a dedicated Grievance Redressal Committee handling complaint. If any individual feels discriminated against based on human rights principles, they are encouraged to report the issue to the Grievance Redressal Officer, HR Manager, or Management via email or open dialogue.

⁸ Includes data for trainee employees.

To address reports of human rights breaches effectively, Natco Pharma has established a robust, efficient, fair, transparent, and open grievance redressal mechanism to address concerns of all stakeholders. The mechanism is designed to track, monitor, and respond to such concerns promptly, providing effective solutions to aggrieved parties. Any individual who wishes to report human right grievances can reach out to the respective stakeholder grievance redressal officer as per Natco Pharma’s stakeholder grievance redressal policy.

To facilitate the reporting of grievances, Natco Pharma has placed Complaint/Suggestion Box, which provide multiple channels for employees, contractors, and suppliers to raise their concerns.



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



Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	-	-	0	-	-
Discrimination at workplace	0	-	-	0	-	-
Child Labour	0	-	-	0	-	-
Forced Labour/ Involuntary Labour	0	-	-	0	-	-
Wages	0	-	-	0	-	-
Human Rights Issues	0	-	-	0	-	-

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

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

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

Natco Pharma is committed to building a sustainable organization grounded in ethical principles and a deep respect for human rights. We foster a workplace culture that values diversity, equal opportunities, and merit-based career advancement, where talent and performance are the sole determinants of success. We treat all stakeholders, both internal and external, with dignity and respect, regardless of their position, background, gender, religion, or any other characteristic.

The Company addresses discrimination and harassment cases with utmost seriousness, treating them with respect and confidentiality. It has a policy on the sexual harassment of employees in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013. This policy applies to all employees and workers of the Company. An Internal Committee (IC) – POSH Committee and a Grievance Redressal Committee have been established to handle such complaints. These committees follow a well-defined investigation process and provide written recommendations to management along with a corrective action plan to safeguard the complainant’s interests.

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

No, we have proposed to include a clause that shall be included in future 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	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 observations from the assessments

▶ Leadership Indicators

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

No Complaints were received in the reporting year.



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

Natco Pharma has a dedicated Human Rights policy and follows all the rules and regulations stipulated as per Industrial laws. We are committed to promoting respect of our employees, ensuring workplace health and safety, and fair employment practices.

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

Yes, the premises/offices of the Company have ramps for easy movement of differently abled people. Wheelchair- accessible restrooms are available.

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	Natco Pharma is in the process of implementing measures to evaluate its value chain partners on their adherence to ethical labor practices, including prevention of sexual harassment, discrimination, child labor, forced labor, and ensuring fair wages.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

Natco Pharma is setting up procedures and process to assess its value chain partners' compliance with ethical labor standards, focusing on the prevention of sexual harassment, discrimination, child labor, forced labor, and ensuring fair compensation for all workers.



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



▶ Essential Indicators

1. Details of total energy consumption (GJ) and energy intensity:



Parameter	FY 2023-24	FY 2022-23 ⁹
From renewable sources		
Total electricity consumption (A) (GJ)	73,016.12	73,948.21
Total fuel consumption (B) (GJ)	6,066.06	4,245.63
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	79,082.18	78,193.84
From non-renewable sources		
Total electricity consumption (D) (GJ)	209,984.66	200,841.93
Total fuel consumption (E) (GJ)	245,363.43	236,888.25
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	455,348.09	437,730.19
Total energy consumed (A+B+C+D+E+F) (GJ)	534,430.28	515,924.02
Energy intensity per rupee of turnover	0.000014975	0.000021945
(Total energy consumed in GJ / Revenue from operations ¹⁰)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP)¹⁰	0.000335432	0.000502143
Energy intensity in terms of physical output	-	-
Energy 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?
 No independent assessment/evaluation/assurance has been carried out in the reporting year.

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? 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



⁹ Data updated/reconsidered from last year's BRSR report.

¹⁰ Revenue from operations figure sourced from Natco Pharma Financials- Quarterly results- [Q4Results.pdf \(natcopharma.co.in\)](https://www.natcopharma.co.in/Q4Results.pdf)

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



Parameter	FY 2023-24	FY 2022-23 ¹¹
Water withdrawal by source (in kilolitres)¹²		
(i) Surface water	67,732	66,901
(ii) Groundwater	45,287	47,494
(iii) Third party water	233,657	211,869
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	346,676	326,265
Total volume of water consumption (in kilolitres)	325,985	307,495
Water intensity per rupee of turnover (Total water consumed in KL / Revenue from operations)	0.000009134	0.000013079
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed in KL / Revenue from operations adjusted for PPP)	0.000204603	0.000299281
Water intensity in terms of physical output	-	-
Water 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.

No independent assessment/evaluation/assurance has been carried out in the reporting year.

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	0	0
- With treatment – please specify level of treatment	8097 KL- sent to public sewer	8257 KL- sent to public sewer
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	12,120 KL- after primary treatment, 474 KL- sent to CETP after primary and secondary treatment	10,364 KL- after primary treatment, 149 KL- sent to CETP after primary and secondary treatment

¹¹ Data updated/reconsidered from last year's BRSR report.

¹² Current BRSR report accounts for water withdrawal from rainwater, and data has also been included for our Head Office, which was not included in previous year BRSR report.

Parameter	FY 2023-24	FY 2022-23
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	20,691	18,770

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 independent assessment/evaluation/assurance has been carried out in the reporting year.

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

Yes. We have implemented Zero Liquid Discharge (ZLD) systems at 4 of our manufacturing facilities, located at

1. Mekaguda- 450KL/D (Telangana state), wherein 100 % effluent is treated in ZLD system and utilized for cooling tower makeup
2. Chennai- 250KL/D (Tamil Nadu state), wherein 100 % effluent is treated in ZLD system and utilized for cooling tower makeup.
3. Attivaram Technical, Crop health Sciences division- 75KL/D (Andhra Pradesh state), wherein 100 % effluent is treated in ZLD system and utilized for cooling tower makeup.
4. Formulations unit at Kothur- 360KL/D (Telangana state), wherein 100 % effluent is treated in ZLD system and utilized for cooling tower makeup, toilets, gardening, etc.

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



Parameter	Please specify unit	FY 2023-24	FY 2022-23 ¹³
NOx	tonnes	0.29883	1.94248
SOx	tonnes	0.27431	2.64890
Particulate matter (PM)	tonnes	0.50796	0.80217
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	ppm	<5	<5
Hazardous air pollutants (HAP)	-	-	-
Carbon Monoxide	tonnes	0.00275	0.07461
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.

No independent assessment/evaluation/assurance has been carried out in the reporting year.

¹³Data updated/reconsidered from last year’s BRSR report.

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



Parameter	Unit	FY 2023-24		FY 2022-23 ¹⁴	
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	28403.25		31342.07	
		tCO ₂	20,898.10	tCO ₂	20,323.37
		CH ₄ - tCO ₂ e	43.56	CH ₄ - tCO ₂ e	41.43
		N ₂ O - tCO ₂ e	74.02	N ₂ O - tCO ₂ e	71.36
		HFCs - tCO ₂ e	7,387.57	HFCs - tCO ₂ e	10,905.91
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	41763.62		39945.23	
		tCO ₂	41,763.62	tCO ₂	39,945.23
		CH ₄ - tCO ₂ e	0	CH ₄ - tCO ₂ e	0
		N ₂ O - tCO ₂ e	0	N ₂ O - tCO ₂ e	0
		HFCs - tCO ₂ e	0	HFCs - tCO ₂ e	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tons of CO ₂ Equivalent/Million	0.000001966		0.000003032	
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)	Metric Tons of CO ₂ Equivalent/Million	0.000044040		0.000069383	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-		-	
Total Scope 1 and Scope 2 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

No independent assessment/evaluation/assurance has been carried out in the reporting year

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

Natco Pharma is committed to reducing its carbon footprint and contributing to a more sustainable future. In line with this commitment, we aim to reduce greenhouse gas (GHG) emissions across our operations. This focuses on identifying and implementing energy-efficient technologies and practices, such as upgrading to energy-efficient lighting and machinery, implementing renewable energy sources, using briquette-based boilers rather than fuel oil-based boilers to reduce our greenhouse gas emissions and optimizing energy consumption through energy management systems. At our Dehradun plant, Air handling units have been installed instead of DX units and Air Conditioners, and HEPA filters have been installed to prevent the process emissions. Chennai plant has installed AHU Condensate Collection tank to collect and reuse the AHU condensate water for cooling tower make up, which resulted in 550KL of water collection and reuse in the reporting year. In FY 2023-24, the

¹⁴Data updated/reconsidered from last year's BRSR report.

electricity consumed from renewable sources marked up to 26% of the total electricity consumption, reducing 14,522 tCO₂e of GHG emissions. In FY23-24, 0.90MW solar power plant was installed at our Chennai unit. The company's total solar energy capacity is at 7.05 MW and Wind energy is at 4.2 MW. Ultimately, we aim to achieve carbon neutrality by 2050.



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



Parameter	FY 2023-24	FY 2022-23 ¹⁵
Total Waste generated (in metric tonnes)		
Plastic waste (A)	42.80	29.91
E-waste (B)	6.52	3.53
Bio-medical waste (C)	21.35	21.28
Construction and demolition waste (D)	5	0
Battery waste (E)	520 Nos	712 Nos
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4,623.3	6,097.58
Other Non-hazardous waste generated (H).	241.67	206.28
Total (A+B + C + D + E + F + G + H)	4,940.6+520Nos	6,358.58+712Nos
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000014	0.000000270
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000003101	0.000006189
Waste intensity in terms of physical output	-	-
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)¹⁶		
Category of waste		
(i) Recycled	4,489.54	4,638.63
(ii) Re-used	273.22	1,059.47
(iii) Other recovery operations	0	0
Total	4,762.76	5,698.10
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	50.19	61.62
(ii) Landfilling	228.61	603.08
(iii) Other disposal operations	0	0
Total	278.80	664.70

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
No independent assessment/evaluation/assurance has been carried out in the reporting year.

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.

Natco Pharma takes a proactive approach to waste management, segregating both hazardous and non-hazardous wastes into covered sheds with leachate collection systems. The company follows green chemistry principles while developing new products, focusing on high atom economy, low waste generation, and the use of safer chemicals.

¹⁵Data updated/reconsidered from last year's BRSR report.

¹⁶Kindly note some amount of waste generated in the previous financial year had undergone treatment in the current financial year.

For hazardous wastes, we work with authorized cement industries for co-processing or sends them to authorized pre-processing facilities for treatment before co-processing in cement kilns or safe disposal in TSDFs (Treatment, Storage, and Disposal Facilities). Additionally, the company sends organic liquid and solid wastes, spent carbon, dried ETP sludge, and inorganic solid wastes to authorized cement industries for co-processing. Used oil and e-waste are directed to authorized re-processors and recycling/dismantling facilities, respectively. Used batteries are sent to authorized recyclers or returned to manufacturers through a buy-back program.

For non-hazardous wastes, Natco Pharma sends garbage/general waste (combustible) to authorized pre-processing facilities for initial processing before co-processing in cement kilns. At our Research Center, paper waste is sent to ITC for recycling, while metal scrap (SS/MS) is sent to recyclers. HDPE carboys/drums are sent to end users or recyclers, and glass waste is sent to recyclers. Biodegradable waste from the canteen is converted into compost using organic waste converters, which is then used as manure for the green belt. Further, Effluent treatment/Sewage treatment plants are in place for neutralisation of wastewater generated from process operations.

By following these waste management practices, we ensure the safe disposal of all types of waste while also promoting sustainability and environmental protection.



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:



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.
	Not applicable. None of the operations/ offices are in/around ecologically sensitive area		

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
NA	NA	NA	NA	NA	NA

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. If not, provide details of all such non-compliances:

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
NA	NA	NA	NA	NA

 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: Thiruvottiyur (Chennai); Ameerpet (Hyderabad)
- (ii) Nature of operations: Natco Pharma Limited - Chemical Division; Hyderabad- Natco Research Centre (NRC)
- (iii) Water withdrawal, consumption, and discharge:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	924	2755
(iii) Third party water	21,742	22,271
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	22,666	25,026
Total volume of water consumption (in kilolitres)	20,689	23,089
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000580	0.000000982
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		
- No treatment	-	-
- With treatment – please specify level of treatment	1,797 KL- sent to public sewer	1,757 KL- sewage to public sewer
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	180 KL- after primary treatment	180 KL- after primary treatment
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,977	1,937

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 independent assessment/evaluation/assurance has been carried out in the reporting year.

2. Please provide details of total Scope 3 emissions & its intensity:



Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
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.

No independent assessment/evaluation/assurance has been carried out in the reporting year.

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:



S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Dehradun plant (Reducing emissions)	Wet scrubbers have been installed for emissions from process activities.	To ensure the clean environment from the operations.
2	Dehradun plant (Reducing emissions)	HEPA filters has been installed in process areas.	To ensure the clean environment from the operations.
3	Dehradun plant (Waste treatment)	ETP/STP has been installed in the facility.	Treated water is reused for greenbelt and corresponding amount of freshwater consumption for green belt is reduced (about 12KL/day).
4	Chennai plant (Energy conservation)	Solar power plant installed in Admin Terrace-38 kW; Stores roof 93 kW & Powerhouse terrace-31 kW Solar power plant installed in vacant land with a capacity of 750 KW	Enhanced energy produced by renewable sources by producing 80.525 MW solar power in FY 23-24. The facility is still under commissioning phase.
5	Chennai plant (Water conservation)	Rainwater harvesting station (2 no's) installed in the admin block roof catchment area of 500 sq. meter & Powerhouse block roof catchment area of 400 sq. meter with tank capacity of 15 KL & 10 KL respectively.	Increased use of rainwater as total annual expected rainwater collection will be around 720 m3 and peak hour rainwater collection will be 23 m3/hr.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		AHU Condensate collection tank installed in production area block to collect & reuse the AHU condensate water for cooling tower make up	550 KL of AHU condensate water collected & reused in FY 23-24.
		In Hot water system, paddle drier & ATFD jacket steam condensate collection system installed to collect & reuse the condensate for boiler feed.	3,797 KL steam condensate water collected & reused in FY 23-24.
6	Chennai plant (Waste Management)	Agreement made with pre-processor & recycler to utilize the waste for co-processing in cement plant & recycling respectively.	In FY 23-24, out of 42.50 tonnes generated, 40 tonnes (94.40 %) of waste were sent for co-processing & recycling.
		Installed Food waste & organic waste composter machine 150 kg/day to treat the in-house canteen food waste.	Producing valuable organic manure utilized for the greenbelt and reducing waste disposal costs.
7	Sagar plant (Water Conservation)	<ul style="list-style-type: none"> • Drain modifications • Change in sanitisation frequency for purified water • Change in WFI sterilisation frequency • Change in pre-treatment back wash 	Reduction in consumption of water from 160 KL to 180 KL in a year.
8	Sagar plant (Resource Efficiency)	Reduction of chemicals and solvents consumption in QC department.	Reduction in the quantity of fresh methanol and acetonitrile

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

Our Business Continuity and Disaster Management plan serves as a guide for Natco Pharma's business units and functions to continue critical operations during unexpected disruptions. This plan includes a comprehensive Disaster Management Plan/ Onsite Emergency Plan that outlines the organization's structure, factory layout, objectives, processes, and hazard control measures. Additionally, it covers natural calamities, environmental impact assessments, emergency evacuation procedures, emergency declaration protocols, plant safe shutdown procedures, and an organizational chart of the Emergency Action Plan.

The plan also defines specific responsibilities, assembly points, medical arrangements, material safety data sheets (MSDS), external phone numbers, and important mutual aid telephone numbers to ensure efficient response during any emergency. Furthermore, training has been provided to all employees and contract workers on how to respond during emergencies or disasters.

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?

- a) Water pollution: Natco Pharma takes a proactive approach to minimize its impact on the environment through its entire value chain, including R&D, production, and packaging. To address water pollution, we have implemented measures such as operating majority of our manufacturing plants on Zero Liquid Discharge (ZLD) and adhering to strict effluent discharge norms set by the pollution control board for units connected Effluent Treatment Plants (ETPs) for further treatment.
- b) Air pollution: At Natco Pharma, we recognize the impact of air pollution on the environment and take steps to minimize it. To address this, we have installed scrubbers at strategic locations and implemented an Online Continuous Monitoring System at our sites to ensure continuous monitoring and management of emissions.
- c) Land pollution: To minimize our impact on the environment, Natco Pharma ensures that hazardous wastes are disposed of only through authorized waste management facilities. We have developed infrastructure at our sites for decontamination and disposal of packaging waste to prevent any potential harm to the environment.

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

Natco Pharma is in process of creating a procedure for assessment of value chain partners for environmental impact.

7 PRINCIPLE

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.**
Natco Pharma is a member of 9 trade and industry chambers/associations.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
3	Bulk Drug Manufacturers Association of India (BDMA)	National
4	Indian Pharmaceutical Alliance (IPA)	National
5	Indian Drug Manufacturing Association (IDMA)	National
6	Confederation of Indian Industry (CII)	National
7	Pharmaceuticals (PHARMEXCIL) Export Promotion Council of India	National
8	Agro Chem Federation of India (ACFI)	National
9	Hyderabad Management Association (HMA)	State

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



Name of authority	Brief of the case	Corrective action taken
No adverse orders were passed from regulatory authorities.		

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
No					

8

PRINCIPLE

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
NA	NA	NA	NA	NA	NA

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



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 ₹)
NA	NA	NA	NA	NA	NA	NA

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

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



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



Parameter	FY 2023-24	FY 2022-23 ¹⁷
Directly sourced from MSMEs/ small producers	15 %	10 %
Directly from within India	6.6 %	7.3 %

¹⁷Data updated/reconsidered from last year's BRSR report.

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	12.53 %	10.15 %
Semi-urban	46.88 %	47.99 %
Urban	-	-
Metropolitan ¹⁸	40.59 %	41.86 %

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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	

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 ₹)
1	Telangana	Bhadradi Kothagudem	49,88,000

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

No. We maintain a non-discriminatory approach in our supplier selection process and provide equal opportunities for all potential suppliers to engage with us, and actively seek opportunities to procure from local suppliers and small-scale industries/MSMEs near our facilities. While we have not explicitly included marginalized/vulnerable groups in our supplier qualifying criteria, we remain committed to fair and inclusive business practices.



¹⁸The Field staff (Business Development Executive) has been included in our Head office, which comes under Metropolitan region.

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

While Natco Pharma has not explicitly included any marginalised/vulnerable groups in our supplier qualifying criteria, we are committed to empowering marginalized segments of society by offering them training and equal opportunities. We actively seek opportunities to procure from local suppliers and small-scale industries/MSMEs near our facilities.

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

We are in the process to set up procedures from suppliers comprising marginalized/ vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge



S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NA		

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
NA	NA	NA

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 to Anganwadi Centres (AWC)- Additional Volunteer for Educational Intervention	685	14.35 %
2	Support to Anganwadi Centres (AWC)- Other interventions	226	93.79 %
3	Infrastructure Support to Anganwadi Centres (AWC)- New Building Construction	43	
4	Bala Vikasa Kendra(BVK)- Operations and Other Interventions	25	100 %
5	Bala Vikasa Kendra (BVK)-Infrastructure support to Thatigadda Thanda BVK	12	100 %

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
6	Post School Tuitions for Govt School Children (Grade 1 to 5)	823	94 %
7	Additional Teaching Volunteer- Govt Primary Schools	725	-
8	Government Primary School Prabhat Nagar, Telangana- Educational Interventions	605	-
9	NATCO Govt High School, Borabanda, Hyderabad, Telangana- Educational and Infrastructural Interventions	1,529	-
10	NATCO Zilla Parishadh High School, Kothur, Rangareddy District, Telangana- Infrastructure Intervention: Construction of New School Building	596	-
11	NATCO Zilla Parishadh High School, Indiranagar, Siddipet, Telangana- Renovation and infrastructure upgrade of the School	1,197	-
12	Additional Teaching Volunteer for Govt High Schools, Telangana	452	-
13	Coaching for Gurukul Entrance Examinations for Govt School Children, Telangana	479	-
14	Coaching for Navodaya Entrance Examinations for Govt School Children, Andhra Pradesh	15	-
15	Hippocampus School, Rangapur, Rangareddy District, Telangana	1,140	97 %
16	NATCO School of Learning, Gollamudipadu, Guntur District, Andhra Pradesh	419	49.90 %
17	Teach For India Fellows in Govt Primary Schools	117	-
18	Education Project - Telangana (Bhadradi Kothagudem & Medchal Malkajgiri) in Collaboration with Central Square Foundation (CSF)	84,236	37 %
19	Natco Mobile Health Clinics- Sanjeevini	23,963	-
20	Natco Digital Primary Health Center (NDPHC), Mekaguda, Rangareddy District, Telangana	16,114	-
21	Counsellors Support to Government Hospitals in Hyderabad (Gandhi Hospital, Osmania Hospital, Niloufer Hospital & MNJ Cancer Hospital)	3,73,093	-
22	NATCO Eye Center in collaboration with LVPEI	28,136	-
23	NATCO Cancer Center, Guntur Government General Hospital	66,436	-
24	Oncology Medicines support to NATCO Cancer Centre, Guntur Government General Hospital and MNJ Cancer Hospital, Hyderabad	6,949	-
25	Veterinary Interventions	110	-
26	Specilized Health Camps - Cancer Screening Camps in collaboration with MNJ Cancer Hospital	419	-
27	Specilized Health Camps - Eye Screening Camp in Collaboration with LVPEI	264	-
28	Founders' Day-Blood Donation Camps	-	-
29	Supplementary Nutrition Support for Pregnant & Lactating Women	347	-
30	New RO Water Plant, Dhansigh Thanda, Rangareddy District, Telangana	150	100 %
31	NATCO Vocational Training Centres	40	-

9

PRINCIPLE

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.

Consumer complaints and feedback are managed by the Marketing department at Natco Pharma Limited. Upon receiving complaints, the Marketing Department forwards them to the Quality Assurance Department for investigation. Subsequently, the Marketing Department communicates the findings and responds to the consumer. This process mirrors the handling of consumer feedback as well.



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



	As a percentage to total turnover
Environmental and social parameters relevant to the product	100 %
Safe and responsible usage ¹⁹	100 %
Recycling and/or safe disposal	Not Applicable

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



	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	-	0	0	-
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	-

¹⁹The Company displays all the product information on the product label, which is mandatory. The Company also displays general information for patients to guide them with respect to usage of certain products.

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

	Number	Reasons for recall
Voluntary recalls	1	Quality Specifications
Forced recalls	-	-

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.

Our Data Privacy and Cybersecurity policy outlines the necessary measures to safeguard confidential data and applies to all employees, contractors, and vendors who utilize the company's IT assets and resources, both internally and externally. This policy reaffirms our commitment to protecting the confidentiality and sensitive information of our employees, partners, and value chain stakeholders, while also shielding our IT assets from cyber threats and vulnerabilities. Furthermore, the policy empowers employees to report any violations and reserves the right to investigate and audit individuals as necessary to ensure compliance.

Web-link for policy: [Data Privacy and Cybersecurity policy](#)



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.

On the cybersecurity front, we are diligently implementing various measures to safeguard our data. These include:

- **Internal Information Security Policies:** We have established a comprehensive set of policies that outline the guidelines and procedures for handling and protecting sensitive data within the company.
- **Next-generation firewall:** To fortify our network defenses, we have deployed a state-of-the-art firewall that monitors and controls all incoming and outgoing network traffic, ensuring that any potential threats are identified and neutralized.
- **Advanced anti-virus and anti-malware protection:** We have implemented the latest security software to detect and eliminate any malicious code or software that may compromise our data.
- **Data leakage protection measures:** To prevent unauthorized access or theft of sensitive data, we have implemented robust measures to detect and prevent data breaches.

By implementing these cybersecurity measures, we can rest assured that our data is well-protected and secure, both within the company network and beyond.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Not Applicable
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information on products and services by Natco Pharma can be accessed via web link: [Natco Pharma](https://www.natcopharma.co.in)

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

The Company is collaborating with partners and customers to develop innovative approaches to educate consumers about safe and responsible usage of our products and services, with a focus on enhancing communication efforts.

- We ensure that product labels and packaging include clear instructions, warnings, and dosage information to help consumers use the product safely and effectively.
- We provide Patient Information leaflets (PILs) with products, which outline the benefits, risks, and proper use of the medication.
- Our website provides accurate, up-to-date information on products, including dosage instructions, side effects, and interactions.
- We have established customer support services that provide consumers with access to product information, and support for safe and responsible usage.

The weblinks for patient information leaflets (PILs) for some of the products are given below:

https://www.natcopharma.co.in/wp-content/uploads/2024/04/Zoldonat-Literature-NG_Natco-V3.pdf

https://www.natcopharma.co.in/wp-content/uploads/2024/04/Xpreza-Liter-KO_Natco.pdf

<https://www.natcopharma.co.in/wp-content/uploads/2024/04/Tipanat-Literature-Natco.pdf>



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

During FY23-24, no essential services were disrupted. Natco Pharma has adequate procedures/policies in place to tackle any such risks, and proper communication channels are established to inform customers about the same.

- Does the entity display product information on the product over and above what is mandated as per local laws? 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)**

Through the labelling of the products, Natco Pharma maintains transparency in the disclosure of information related to its products along with the risks involved.



ANNEXURE TO BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Name of the Policy	Weblink
P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	
Natco Pharma conducts its business activities with utmost importance to ethics, transparency, and accountability.	
Whistle Blower Policy	Policy Link
Code of Conduct for Board Members, Senior Management Personnel and Employees	Policy Link
Related Party Transaction Policy	Policy Link
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Policy Link
Materiality Policy	Policy Link
Code Of Conduct to Regulate, Monitor and Report Trading by Designated Persons	Policy Link
Dividend Distribution policy	Policy Link
Determination of Material Subsidiaries policy	Policy Link
Composition of Committees	Policy Link
Policy on Preservation of Documents and Archival	Policy Link
Nomination and Remuneration policy	Policy Link
Anti-Bribery Anti-Corruption policy	Policy Link
In addition to the above, there are other policies and rules, which are internal documents of the Company and are accessible to the employees of the Company on Intranet.	
P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	
Natco Pharma has drafted several policies to contribute to sustainability throughout its operations.	
EHS Policy	Policy Link
Sustainable procurement Policy	Policy Link
P3 Businesses should promote the well-being of all employees	
The Company has adopted various employee-oriented policies in line with the general laws and regulations and sound ethical practices.	
Equal Opportunity Policy	Policy Link
EHS Policy	Policy Link
Stakeholder Engagement policy	Policy Link
Human Rights policy	Policy Link
Stakeholder Grievance Redressal policy	Policy Link
P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized	
The Company respects the interest of all its stakeholders, including those who are disadvantaged, vulnerable & marginalized.	
Whistle Blower policy	Policy Link
Risk Management policy	Policy Link
Dividend Distribution policy	Policy Link
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Policy Link
Materiality policy	Policy Link
Determination of Material Subsidiaries policy	Policy Link
Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons	Policy Link
Stakeholder Engagement policy	Policy Link
Stakeholder Grievance redressal policy	Policy Link
P5 Businesses should respect and promote human rights	
Natco Pharma strives to safeguard and uphold human rights in all ways possible.	
Human Rights policy	Policy Link
Nomination and Remuneration policy	Policy Link
Equal Opportunity policy	Policy Link
Stakeholder Grievance Redressal policy	Policy Link

Name of the Policy	Weblink
P6 Businesses should respect, protect, and make efforts to restore the environment.	
The company takes various sustainability principle into account for restoring the environment.	
EHS Policy	Policy Link
P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.	
The company considers all the regulatory policies and abides by them.	
Stakeholder Engagement Policy	Policy Link
Responsible Advocacy policy	Policy Link
P8 Businesses should support inclusive growth and equitable development.	
The company supports growth and development of all its employees, workers, and individuals associated in its value chain activities.	
Stakeholder Engagement Policy	Policy Link
CSR policy	Policy Link
Stakeholder grievance redressal policy	Policy Link
P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner	
The company prioritizes the customers and has drafted specific policies to serve them better	
Data Privacy and cybersecurity policy	Policy Link
Stakeholder Engagement policy	Policy Link
Stakeholder grievance redressal policy	Policy Link