

208/LG/SE/AUG/2024/GBSL

August 31, 2024

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai – 400 001
Scrp Code: 509079

To
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051
Scrp Symbol: GUFICBIO

Subject: Business Responsibility & Sustainability Report for the Financial Year 2023-2024

Dear Sir/Madam,

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2023-24.

Kindly take the same on your record.

Thanking you,
Yours faithfully,

For Gufic Biosciences Limited

Ami Shah
Company Secretary
Membership No.: A39579

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING FOR THE FINANCIAL YEAR 2023-24



DIRECTORS MESSAGE:

Dear Stakeholders,

We are delighted to share with you our Business Responsibility and Sustainability Report for the financial year 2023-24. This report underscores our unwavering commitment to Environmental, Social and Governance (ESG) principles and details the strides we have made in these critical areas.

We are acutely aware of the pressing environmental issues such as climate change, resource depletion and pollution. In response, we have set clear targets to cut down our carbon emissions, reduce waste and advance sustainable resource management. Our operations are guided by a meticulous Standard Operating Procedure (SOP) for handling expired or defective products, ensuring they are disposed of or incinerated at government-approved facilities.

At Gufic, we actively engage in initiatives for water conservation, energy management, waste reduction and greenhouse gas emission control. By leveraging technological advancements and manufacturing excellence, we are committed to enhancing access to and affordability of safe, effective and high-quality medicines. Our goal is to meet the needs of our patients and customers.

Our governance framework is designed to uphold transparency, adhere to legal and regulatory standards and ensure accountability. We maintain a robust system for addressing grievances and safeguarding whistleblowers, reinforcing our commitment to ethical practices and high standards of corporate governance.

We recognize the profound connection between social well-being and our business activities. We are dedicated to making a meaningful impact through our efforts to enhance employee welfare, foster community engagement and champion diversity and inclusion. Our CSR initiatives this year covered a broad spectrum, including healthcare, education, rural development and animal welfare, reflecting our commitment to social good.

We continuously evaluate our performance and set ambitious goals to further minimize environmental impact, advance social well-being and strengthen our governance practices. Engaging with our stakeholders and collaborating with industry peers will remain key as we tackle emerging challenges and drive positive change.

Pranav J. Choksi
CEO & Whole Time Director
DIN: 00001731

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Company

1.	Corporate Identity Number (CIN) of the Listed Company	L24100MH1984PLC033519
2.	Name of the Listed Company	Gufic Biosciences Limited
3.	Year of incorporation	1984
4.	Registered office address	37, First Floor, Kamala Bhavan-II, S. Nityanand Road, Andheri-East, Mumbai-400069
5.	Corporate address	SM House, 11 Sahakar Road, Vile Parle-East, Mumbai 400057
6.	E-mail	corporaterelations@guficbio.com
7.	Telephone	(+91 22) 67261000
8.	Website	www.gufic.com
9.	Financial year for which reporting is being done	April 01, 2023 - March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (Scrip Code: 509079) and National Stock Exchange of India Limited (Scrip Symbol: GUFICBIO)
11.	Paid-up Capital	Rs. 10,02,77,506 /-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ami Shah, Company Secretary & Compliance Officer Email: mgr_legal@guficbio.com Tel. No.: 022 67261000
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	None
15.	Type of assurance obtained	None

II. Products/services

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

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

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
I	Manufacture of pharmaceutical products	210	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	23*	26
International	0	1	1

*No. of offices includes the place of business of Company's Carrying and Forwarding Agents.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States & 8 Union Territories
International (No. of Countries)	70+ Countries



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

As on March 31, 2024, the exports of the Company contributes to 10.93% of total turnover.

c. A brief on types of customers

Our customers include wholesalers, distributors, pharmacy chains, hospitals, government institutions and other pharmaceutical companies. Patients who use our products are our ultimate customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled) :

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEE						
1	Permanent (D)	1448	1251	86.40	197	13.60
2	Other than Permanent (E)	384	352	91.67	32	8.33
3	Total Employee (D+E)	1832	1603	87.50	229	12.50
WORKER						
4	Permanent (F)	43	38	88.37	5	11.63
5	Other than Permanent (G)	796	416	52.26	380	47.74
6	Total Employee (F+G)	839	454	54.11	385	45.89

b. Differently abled Employees and workers:

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

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel*	2	1	50

* The Key Managerial Personnel (KMP's) includes Chief Financial Officer and Company Secretary as the other KMP's are already included under the heading "Board of Directors".

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.79	23.15	18.45	19.78	22.87	20.17	19.85	22.89	20.24
Permanent Workers	0	0	0	0	0	0	0	0	0

Notes: Trainees and non-confirmed employees are excluded from the calculation of the turnover rate.

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

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

S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
I	Gufic UK Limited	Subsidiary	100%	No

Note: In addition to above, the Company has incorporated two foreign companies namely Gufic Ireland Limited ("GIL") in Ireland and Veira Life FZE ("VLF") in Dubai, UAE and one Indian Company namely Gufic Prime Private Limited (GPPL) with the intention of making GIL and VLF its Wholly Owned Subsidiary and GPPL as its Subsidiary Company. As of March 31, 2024, neither investment have been made in GIL, VLF and GPPL nor they have begun their business operations.

VI. CSR Details

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

(ii) Turnover (₹ In Lakhs) (2023-24) : ₹ 80,666.57

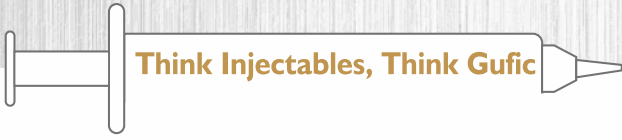
(iii) Net worth (₹ In Lakhs) (2023-24): ₹ 53,256.05

VII. Transparency and Disclosures Compliances

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



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The communities can raise their grievances through the concerned Plant Head.	-	-	-	-	-	-
Investors (other than shareholders)	Yes, the Company has an in-house Investor Relations (IR) officer dedicated to handling investor grievances and queries. All such concerns can be directed to the IR at avik.das@guficbio.com .	-	-	-	-	-	-
Shareholders	Yes, the Company has appointed M/s. Link Intime India Private Limited as the Registrar and Share Transfer Agent (RTA) who handles shareholders enquiries/ queries, requests and complaints. Further, the Company also has designated email -ids to redress the grievances of the Shareholders: corporaterelations@guficbio.com and mgr_legal@guficbio.com . The said details are also available on the website of the Company at the link: https://gufic.com/investors-redressal/	-	-	-	Nil	-	-
Employees and workers	Yes, the employees and workers have access to the Company's whistle blower mechanism. The policy in this regard is accessible at https://gufic.com/wp-content/uploads/2016/08/WHISTLE_BLOWER_POLICY.pdf Employees can also put their grievances in the complaint/ suggestion boxes placed at offices.	-	-	-	-	-	-
Customers	Yes, the Company has adequate Standard Operating Procedures to redress the Customer's grievances.	23	Nil	-	23	Nil	-
Value Chain Partners	Yes, the Value Chain Partners can raise their grievances by writing to the respective functional head or location head and the same is promptly attended by the respective head. The Company also has in place Code of Conduct for Supplier which can be accessible at https://gufic.com/wp-content/uploads/2021/06/Supplier%20Code%20of%20Conduct.pdf	-	-	-	-	-	-
Other (please specify)		Not Applicable					



Think Injectables, Think Gufic

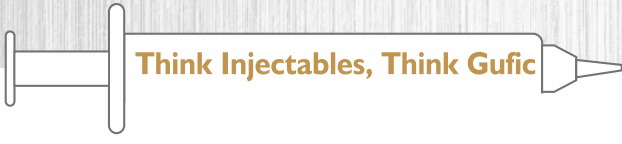
26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance and Business Ethics	Risk and Opportunity	<p>Risk: Neglecting to maintain the utmost standards of corporate governance and business ethics can lead to significant risks, including reputational damage, legal consequences and loss of stakeholder trust.</p> <p>Opportunity: Through the adoption of good governance practices and ethical standards, organizations can cultivate sustainable value creation that positively impacts all stakeholders in the long run.</p>	<p>The Company provides regular training on business ethics and our code of conduct reinforces strict adherence to our policies by all employees. We ensure strict compliance with all applicable legal requirements to avoid regulatory repercussions and promote transparency in all business operations and financial reporting. Moreover, our commitment to maintaining high-quality standards is evident in our rigorous quality control measures, particularly in our operating locations, where we prioritize cGMP compliances.</p>	<p>Positive: Good governance and ethical practices can lead to enhanced investor confidence, customer loyalty, access to sustainable investments and improved financial performance.</p> <p>Negative: Failure to comply with regulatory standards can be significant, with risks potentially leading to regulatory fines, litigation costs, reputational damage and reduced investment opportunities.</p>
2	Occupational Health and Safety	Risk and Opportunity	<p>Risk: Exposure to unhealthy, unsafe and hazardous work conditions can have detrimental effects on the physical and mental well-being of workers, resulting in decreased productivity. Additionally employee health and safety incidents pose regulatory, reputational and business continuity risks.</p> <p>Opportunity: The Company demonstrates its commitment and determination to prioritize workforce health and safety by implementing a robust Environment, Health and Safety (EHS) management system that includes comprehensive hazard identification, mitigation plans, root cause analysis of reported incidents and corresponding corrective action plans. This integrated approach boost employee morale and results in higher efficiency and productivity.</p>	<p>1. The Company implements a robust Health and Safety Management system which includes periodic internal and external audits of the safety practices to ensure their effectiveness and adherence to established standards.</p> <p>2. After identifying and assessing safety incidents, the Company adopts comprehensive corrective action plans to proactively prevent any recurrence of such incidents in the future.</p>	<p>Positive: The Company's robust approach to Occupational Health and Safety Management enables to prevent occurrence of incidents and thereby boost employee morale. This will results in higher efficiency and productivity.</p> <p>Negative: The occurrence of frequent safety incidents and injuries can have a negative impact on the Company's performance in terms of both safety and workforce well-being.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Management	Opportunity	<p>Opportunity: The Company is committed to enhancing operational efficiency through ongoing energy transition and efficiency improvements, with the goal of achieving long-term cost savings. The rapid expansion of renewable energy, driven by substantial government support and ongoing research and development, has significantly reduced its cost. By focusing on energy efficiency, the Company not only aims to cut operational expenses over the long term but also leverages this approach as a key strategy for decarbonization</p>		<p>Positive: Effective energy management leads to significant cost savings, reduced carbon footprint, and improved regulatory compliance. It enhances corporate reputation and boosts operational efficiency. Additionally, it drives innovation, improves employee satisfaction, and strengthens energy security.</p>
4	Water and wastewater Management	Risk	<p>Risk: Climate change and escalating water scarcity present significant risks to our operations, particularly at critical locations such as manufacturing and R&D sites. These issues can disrupt business continuity and affect operational efficiency. Additionally, the discharge of untreated or inadequately treated wastewater can lead to contamination of local water sources, harming aquatic ecosystems, biodiversity, and human health in nearby communities. Poor-quality water availability further compounds these risks, especially for pharmaceutical manufacturing, where high-quality water is essential to meet stringent product standards. Addressing these challenges is crucial to avoid regulatory non-compliance and its associated repercussions.</p>	<p>Improvements in efficiency for Zero Liquid Discharge (ZLD) systems have been implemented at our Navsari and Indore facilities. At the Navsari plant, we have reduced effluent load and saved energy in the ZLD system by reusing condensate from the Multiple Effect Evaporator (MEE) process and optimizing the treatment of domestic effluent streams. This approach has saved up to 7,200 KL of fresh water from borewells annually. At the Indore plant, our system features an Effluent Treatment Plant (ETP), Ultrafiltration (UF), and Reverse Osmosis (RO) units. The RO permeate water is repurposed for gardening, green belt development, cooling towers, & flushing wash areas, while RO reject water is also used for green belt development. This process recovers approximately 40 to 50 KL of water for cooling towers, thereby conserving soft water and reducing fresh water consumption.</p>	<p>Negative: The negative impact of addressing water shortages or managing poor-quality water includes the financial burden of meeting water demand. Increased water stress can adversely affect nearby communities and diminish the productivity of manufacturing sites, potentially resulting in regulatory issues and financial repercussions.</p>
5	Regulatory Compliances	Risk and Opportunity	<p>Risk: The Company being in pharmaceutical industry is required to comply with stringent regulatory requirements which includes Current Good</p>	<p>The Company has a strong quality assurance mechanism and compliance monitoring checklist that ensures strict compliance at every level. Also regular</p>	<p>Positive : Regulatory compliance enhances a company's reputation and builds trust among customers, stakeholders and regulatory authorities.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Responsible Supply Chain Management	Risk and Opportunity	<p>Manufacturing Practices (cGMP), Current Good Laboratory Practices (cGLP) and other regulatory requirements. If the Company fails to comply with the applicable statutory regulations, it may lead to loss of reputation and business loss.</p> <p>Opportunity: Strict adherence to regulatory compliances helps build a positive reputation for the Company, instilling trust among stakeholders, including customers, healthcare professionals and regulatory bodies. Regulatory compliance demonstrates credibility and facilitates market access in different jurisdictions and also provides a competitive edge over non-compliant counterparts.</p> <p>Risk: The entire product life cycle heavily relies on a well-functioning supply chain. To prepare for unexpected situations that may cause disruptions, it is essential to have a robust contingency plan in place. The Company extends its responsible business principles throughout the value chain, expecting suppliers to adhere to these principles. Non-compliance from suppliers may have consequences on the Company's partnership with them, thereby affecting the overall business continuity plan. Weak supply chain management practices can result in disruptions, delays, and quality issues.</p> <p>Opportunity: Responsible supply chain management practices can enhance a company's reputation as a socially and environmentally responsible organization. This can attract customers, investors, and business partners who value ethical and sustainable practices. Responsible supply chain practices such as diversifying suppliers and monitoring supplier performance, can enhance supply chain resilience which can help mitigate risks associated with disruptions</p>	<p>training for its employees to update them on new developments is an integral part of this process. Proper Standard Operating Procedures (SOPs) and protocols are in place which needs to be followed by the employees. Compliance processes and procedures are regularly reviewed and updated based on changing regulations and industry best practices.</p> <p>The Company has well defined "Supplier Code of Conduct" for our suppliers which addresses all the elements of sustainable sourcing with special emphasis on supply continuity, quality, capacity and capability building, long term business relationships and overall sustainable performance management. The Company have a well-defined and documented Standard Operating Procedures for vendor approval. Vendor Audits are conducted by the Quality Assurance Team periodically. The Company has maintained long standing business relations with regular vendors.</p>	<p>It enables the Company to explore new markets and geographies.</p> <p>Negative : Non- Compliance with any regulatory compliances may affect the Company's reputation and impact the continuity of the business. Regulatory frameworks can be complex and subject to frequent changes.</p> <p>Positive : Responsible supply chain management helps to identify and address potential risks including disruptions in the supply chain and also safeguards its operations from adverse impacts. It also enables the Company to explore alternative suppliers which presents an opportunity to mitigate risk exposure while unlocking access to untapped sources of raw materials. This process may unveil local suppliers, thereby reducing the environmental impact and offering improved control over evaluating supplier practices.</p> <p>Negative: Disruptions from non-substitutable and critical raw material suppliers could have a significant impact on the business if unforeseen challenges arise. Embracing responsible practices often requires the Company to trace their supply chains more comprehensively and collaborate with multiple suppliers which can lead to increased administrative burden, higher coordination costs and potential challenges in finding and maintaining responsible suppliers.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Product Quality, Safety and Recall management	Risk and Opportunity	<p>such as natural disasters, geopolitical instability or supplier failures.</p> <p>Risk: As Pharma Company is highly regulated, non-compliance with strict pharmaceutical regulations and quality standards may lead to legal penalties, product recalls & damage to the company's reputation. Product quality/safety is very critical for success of the Company.</p> <p>Opportunity: Maintaining high product quality and safety standards can enhance the Company's reputation and foster customer trust. A strong track record of product quality and safety can give the company a competitive advantage in the market. Implementing robust recall management processes can help mitigate potential risks and reduce the impact of adverse events.</p>	<p>The Company has implemented robust quality management systems that adhere to Good Manufacturing Practices (GMP). This includes setting up Standard Operating Procedures (SOPs), conducting regular audits and ensuring compliance with relevant regulations. There also exist a robust pharmacovigilance system to monitor and assess adverse events and safety concerns post-market. Timely reporting and analysis of adverse events enable quick actions, including recalls if necessary. Regular trainings are imparted to the employees at all levels on quality and safety practices, emphasizing the importance of adhering to established protocols. This promotes a culture of quality and safety throughout the organization. The employees are updated with evolving regulatory requirements and standards related to product quality, safety and recalls, and ensure full compliance.</p>	<p>Positive: Delivering high-quality and safe products establishes a positive reputation for the Company, leading to increased customer loyalty and trust and thereby providing the Company a competitive edge. This strengthens the reputation of the Company amongst our stakeholders. Maintaining strict adherence to regulatory requirements fosters trust with regulatory authorities and reduces the likelihood of legal penalties and recalls due to non-compliance.</p> <p>Negative: Failure to meet quality and safety standards may lead to regulatory sanctions, fines, exposure to litigation risk or even product recalls, resulting in financial losses, temporary disruption of operations and damage to the Company's reputation.</p>
8	Product development, innovation and pricing	Opportunity	<p>Opportunity: Investing in Research and Development (R&D) to discover and develop new drugs offers an opportunity to address unmet medical needs and expand the company's product portfolio. This strategic approach fosters consistent growth, expands the consumer base and guarantees long-term viability.</p>	-	<p>Positive : Product development, innovation and pricing strategies play a vital role in the success and growth of the Company. This enable the Company to address market needs, improve patient outcomes, and sustain a competitive advantage, ultimately benefiting patients, stakeholders, and the Company's overall performance.</p>
9	Cyber Security and Data Privacy	Risk and Opportunity	<p>Risk: Cybersecurity and data privacy risks directly influence the security and integrity of the entire IT system throughout the organization. Periodically assessing the criticality of technology advancements and cyber security risks is essential for safeguarding business operations and preventing unforeseen breaches of data security and data privacy.</p>	<p>The Company ensures robust IT management and monitoring systems, along with installation of anti-virus and firewalls, to safeguard against data integrity and cyber security breaches. Regular training and awareness sessions are organized for employees, keeping them informed about the latest developments in data integrity and cyber security practices.</p>	<p>Positive: By embracing innovative technology and implementing digitalization initiatives, along with providing essential training to the team, the Company can ensure strict compliance with data security and privacy measures. Mitigating cyber security risks ensures continuity of critical business operations, preventing costly disruptions and downtime.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Human Capital Development	Risk and Opportunity	<p>Opportunity: Implementing robust cybersecurity measures and data privacy protocols can safeguard sensitive data and protect against potential cyber threats. This will support the productivity and growth of the business.</p> <p>Risk: Human Capital Development encompasses talent management initiatives such as talent acquisition, retention, employee development and ensuring employee well-being and satisfaction. Given that our business heavily relies on the well-being of our workforce, falling short of meeting or exceeding employee expectations could have negative consequences on employee retention, productivity, and overall business continuity.</p> <p>Opportunity: The Company is committed to enhance employee welfare and development by ensuring a nurturing environment that appreciates their contributions and fosters personal growth. This approach fosters employee retention and attracts top talent, ultimately driving productivity, fostering innovation, and fueling long-term business growth. As a result, this value-driven strategy benefits all stakeholders by creating sustainable value and mutual prosperity.</p>	<p>The Company has in place a well-structured onboarding process to ensure new employees integrate smoothly into the organization, understand their roles, and align with the company's values and culture. We offer continuous training and development opportunities to employees to enhance their skills, knowledge, and career growth within the company. Formal succession planning programmes are conducted for all leadership positions. The Company offers competitive compensation packages and benefits to attract and retain top talent, while also considering non-monetary incentives such as recognition and career growth opportunities.</p>	<p>Negative: Without a strong data integrity and security mechanism in place, the likelihood of data breaches may rise significantly, leading to the loss of valuable information with potentially severe consequences for the business. Such breaches could expose customer and stakeholder data, putting the company at risk of litigation, fines, and penalties.</p> <p>Positive: Effective human capital management can enhance employee engagement, job satisfaction and motivation, leading to increased productivity and performance. A strong focus on human capital development attracts top talent to the organization and increases employee retention rates, reducing recruitment costs. A positive work environment that fosters innovation and creativity can lead to new ideas and solutions, driving the company's competitiveness and growth.</p> <p>Negative: Failure to meet employee expectations could result in adverse and lasting effects on employee productivity, potentially hindering the Company's growth in the long term.</p>
11	Social Impact through Community Development	Opportunity	<p>Opportunity: The Company aligns its Corporate Social Responsibility (CSR) initiatives with the specific needs of the community. This approach fosters a sense of mutual trust and understanding, leading to a lasting and positive relationship with the community and can have a more meaningful and sustainable impact on the community's well-being.</p>		<p>Positive: The CSR contribution of the Company for upliftment of the society in the areas of healthcare, education, animal welfare, among others not only promotes positive social outcomes but also fosters a strong bond with the community. This enables the Company to improve its reputation within the local community.</p>



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board of Directors.								
c. Web Link of the Policies, if available	http://gufic.com/wp-content/uploads/2023/05/Business%20Responsibility%20Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Policies are extended to value chain partners to the extent required and feasible.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Current Good Manufacturing Practices (cGMP), Good Laboratory Practices (GLP) apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India), ISO 14001:2015, ISO 9001:2015 and international regulatory authorities such as WHO GMP, Philippines FDA, Nigeria NAFDAC, Cambodia MOH, Kenya PPB, Ethiopia FMHACA, Thailand MOH, Sri Lanka NMRA, EU GMP (Hungary), ANVISA Brazil, Russian GMP, Health Canada, Ukraine GMP, Australia TGA, Colombia INVIMA, Uganda NDA, SAHPRA South Africa, Syria MOH, Zimbabwe MCAZ, Thailand FDA, Kenya GMP, Nepal DDA etc.								
5. Specific commitments goals and targets set by the entity with defined timelines, if any."	<p>P6</p> <ol style="list-style-type: none"> 1. Enhance Water Conservation by minimizing fresh water consumption and upgrading the system to recycle & reuse treated water. 2. Reduce Effluent Load on the Effluent Treatment Plant (ETP). 3. Upgrade Effluent Treatment Plant by 2025. 4. Tree Plantation scheduled for 2024-2025 to uphold an oxygen-rich environment. 5. Dispose 25% of Waste through Pre-processing by 2025 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>P6</p> <ol style="list-style-type: none"> 1. In 2023-2024, the Company initiated a tree plantation program within the Navsari factory premises and surrounding areas, including Kabilpore and Shaligram Society. This initiative is designed to increase greenery, improve air quality, and prevent soil erosion, thereby contributing positively to the local environment and communities. 2. The Company recently completed a sewage treatment plant project, which effectively addresses wastewater challenges while prioritizing water reuse. This project underscores our commitment to sustainable water management and environmental responsibility. 								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Directors's message is given at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Nagesh Yarrabathina- Chief Operating Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	No. Mr. Nagesh Yarrabathina - Chief Operating Officer of the Company oversees the Company's Business Responsibility and Sustainability initiatives and reporting on these matters are submitted to the Board of Directors. The Board of Directors reviews and oversees implementation of sustainability related issues on an annual basis.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually / Half yearly / Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The performance against all policies is monitored and reviewed by the Board of Directors, wherever required.									Periodically/ Need Basis								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The status of compliance with all applicable statutory requirements is reviewed by the Board of Directors.									Ongoing basis								



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11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No, the Company internally reviews the working of the aforementioned policies.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training & 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 (BOD)	4	Various familiarization/ awareness programme have been undertaken on a range of topics related to material developments in the Company and Industry as a whole, R & D Activities, updates on CSR initiatives undertaken, CAPEX, Corporate Governance, Whistle Blower Mechanism, Prevention of Sexual Harassment at workplace, Prohibition of Insider Trading, Code of Business Conduct and Ethics, ESG parameters, overall performance of the Company etc. Additionally, regular updates are shared with the BOD and KMP on Company developments, key regulatory changes, risks and compliances.	100%
Key Managerial Personnel (KMP)			
Employees other than BOD and KMPs	96	Product training, Selling skills, Personality development, team building, managerial skill development, leadership skills, skill upgradation, System Applications & Production in Data Processing (SAP) Training, Prohibition of Insider Trading, Whistle Blower Mechanism, Code of Conduct, Prevention of Sexual Harassment at workplace, Regulatory Compliance, HR Policies, SOP training.	100%
Workers	51	Health and Safety related training and awareness sessions, Prevention of Sexual Harassment at workplace, Fire Fighting training, Personal hygiene, technical & compliance training, HR Policies, SOP training.	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 2023-24:

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fees	-	-	-	-	-
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? (Yes/No)	
Imprisonment	-	-	-	-	
Punishment	-	-	-	-	

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

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

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

Yes, the Company has implemented a comprehensive Anti-Corruption and Anti-Fraud Policy. This policy underscores the Company's unwavering commitment to zero tolerance for bribery and corruption, ensuring the highest standards of integrity and transparency across all interactions and business activities. The policy is applicable to all stakeholders, including those associated with or acting on behalf of the Company, as well as individuals appointed on an ad-hoc, temporary or contractual basis, trainees, apprentices and representatives of business associates, vendors, customers and others engaged in business or interactions with the Company.

This policy is a key component of the Company's governance framework and should be read in conjunction with the Code of Conduct for Board Members and Senior Management Personnel, as well as the Whistleblower Policy. The full policy can be accessed at: <http://gufic.com/wp-content/uploads/2023/06/Anti-Corruption%20&%20Anti-fraud%20Policy.pdf>.

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2023-2024 (Current Financial Year)		FY 2022-2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-



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:

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	93.00	84.19

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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.17%	5.49%
	b. Number of trading houses where purchases are made from	12	11
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.76%	99.94%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	61.11%	40.01%
	b. Number of dealers / distributors to whom sales are made	2820	1668
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18.66%	22.14%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.07%	0.24%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	0.58%	-

Leadership Indicators

I. 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 instituted a Code of Conduct for Directors and Senior Management ("Code of Conduct"), which sets forth comprehensive guidelines to prevent and disclose any actual or potential conflicts of interest with the Company. The Code further mandates that Directors and Senior Management must not exploit information acquired through their roles for personal benefit.

Board members are required to disclose their interests in other entities or individuals annually, as well as whenever changes occur, with these disclosures being duly presented to the Board. All contracts, arrangements and transactions with related parties during the year under review were subject to approval by the Audit Committee, conducted within the ordinary course of business and executed on an arm's length basis.

Moreover, the Company obtains an annual declaration from Directors and Senior Management, affirming their compliance with the Code of Conduct and confirming the absence of any conflicts of interest in their dealings. The Code of Conduct is accessible on the Company's website at:

<http://gufic.com/wp-content/uploads/2020/10/Code%20of%20conduct%20for%20directors%20and%20Senior%20Management%20Personnel.pdf>



PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	100%	100%	R&D investments involve allocating resources to diverse projects aimed at enhancing the eco-friendly and societal effects of our products and procedures. This includes Reduction in processing timings like lyophilization cycles, Increasing of Batch sizes, as well as extending the shelf life of products. The latter endeavor aids in decreasing the demand for utilities, labor hours and process durations, thereby contributing positively to the environment. Process improvement for reduction in nitrosamine Impurities.
Capex	1.00%	0.70%	<ol style="list-style-type: none"> 1. Installed high-capacity Lyophilizers to increase batch sizes, complemented by investments in advanced techniques for optimizing lyophilization cycles. 2. Upgraded the Effluent Treatment Plant (ETP) with pre-treatment and multi disk screw press to help ensure better control of parameters and reduction in moisture content of sludge, thereby yielding cost reduction benefits. 3. Focused on environmental performance improvements by implementing initiatives aimed at waste water treatment and conserving water and energy resources. 4. Subscribed to the EcoVadis Platform to comprehensively evaluate and enhance our performance across key areas including Environmental, Health, and Safety (EHS), Labor & Human Rights, Ethics, Sustainable Procurement, Carbon Management, Circular Economy, alignment with Sustainable Development Goals (SDGs) and Corporate Governance.

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

b. If yes, what percentage of inputs were sourced sustainably? >90%. According to Company's policy, all suppliers are expected to abide by the Suppliers Code of Conduct, which includes parameters on business code and ethics, human rights, fair employment practices, environment, health and safety ("EHS") etc., among others.

- 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.**

Product	Process to safely /reclaim the product
a. Plastics (including packaging)	The Company is registered with Central Pollution Control Board (CPCB). Plastic waste is either co-processed or recycled based upon the type of waste generated. The Company adheres to the Plastic Waste Management Rules as applicable.
b. E-Waste	Not Applicable.
c. Hazardous Waste	Hazardous waste is disposed off through pre-processing, co-processing, incineration, landfill disposal and is sent to authorised re-cycling & decontamination facilities operated by registered recyclers. Expired, near expiry, rejected medicines are collected back from the distributors and disposed off (Pre- processed) in cement plants like other hazardous waste.
d. Other Waste	Bio-medical waste is disposed off through Common Bio-medical Waste Treatment and Disposal Facility (CBWTF) incinerator.

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

Yes, Extended Producer Responsibility (EPR) is applicable to us and we are registered with the Central Pollution Control Board (CPCB). We comply with the requirements outlined in the Plastic Waste Management Rules, 2016 and fulfill our EPR obligations by collaborating with a Waste Management Agency (WMA).

Leadership Indicator

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

Not applicable. In the pharmaceutical industry, recycled or reused input materials cannot be used in the manufacturing process due to contamination risks and the nature of products. However, in some of our operations, we recover the spent solvent through solvent recovery system and reuse the same in our operations.

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

The Company reclaims expired medicine stocks from the stockiest as per its SOP. The reclaimed expired medicine stock is then disposed off in a safe manner, as per the regulatory guidelines.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1251	1251	100.00	1251	100.00	0	0	0	0	0	0
Female	197	197	100.00	197	100.00	197	100.00	0	0	0	0
Total	1448	1448	100.00	1448	100.00	197	100.00	0	0	0	0
Other than Permanent employees											
Male	352	352	100.00	352	100.00	0	0	0	0	0	0
Female	32	32	100.00	32	100.00	32	100.00	0	0	0	0
Total	384	384	100.00	384	100.00	32	100.00	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	38	38	100.00	38	100.00	0	0	0	0	0	0
Female	5	5	100.00	5	100.00	5	100.00	0	0	0	0
Total	43	43	100.00	43	100.00	5	100.00	0	0	0	0
Other than Permanent workers											
Male	416	416	100.00	416	100.00	0	0	0	0	0	0
Female	380	380	100.00	380	100.00	380	100.00	0	0	0	0
Total	796	796	100.00	796	100.00	380	100.00	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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.92%	0.46%



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

Benefits	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	23.41	20.93	Y	31.85	45.45	Y
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, the premises/ offices of the Company are accessible to differently abled employees and workers.

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

Yes, the Company has in place Equal Opportunity Policy which outlines its commitment to non-discrimination by providing equal employment opportunities to all its employees irrespective of gender, race, colour, religion, age, marital status, disability, ancestry, sexual orientation, etc. The policy is available at the Company's website at

<https://gufic.com/wp-content/uploads/2023/06/Equal%20Oppourtunity%20Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Yes, the Company has an established grievance redressal mechanism for employees and workers.
Other than Permanent Workers	Yes	The Company has implemented a Whistle blower Policy that provides a formal avenue for all employees and workers to report any actual or suspected concerns related to unethical behavior, fraud or violations directly to the Audit Committee. Additionally, the Company has adopted a policy on the prevention, prohibition and redressal of sexual harassment at the workplace, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Complaints Committee (ICC) has been established to handle complaints and grievances related to sexual harassment.
Permanent Employees	Yes	Non-permanent employees and workers have the option to raise their concerns with their manager or supervisor.
Other than Permanent Employees	Yes	Our organization also provides a suggestion box in offices where employees are encouraged to share suggestions and raise concerns. Furthermore, we hold Town Hall Meetings where employee grievances are heard and resolved.

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

The Company does not have any trade unions. However, we recognize the right to freedom of association and collective bargaining.

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1448			1617		
- Male	1251	-	-	1408	-	-
-Female	197	-	-	209	-	-
Total Permanent Workers	43			11		
- Male	38	-	-	7	-	-
-Female	5	-	-	4	-	-

8. Details of training given to employees and workers:

Category	FY 2023-2024 Current Financial Year					FY 2022-2023 Previous Financial Year				
	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	1251	1251	100.00	1251	100.00	1408	1408	100.00	1408	100.00
Female	197	197	100.00	197	100.00	209	209	100.00	209	100.00
Total	1448	1448	100.00	1448	100.00	1617	1617	100.00	1617	100.00
Workers										
Male	38	38	100.00	38	100.00	7	7	100.00	7	100.00
Female	5	5	100.00	5	100.00	4	4	100.00	4	100.00
Total	43	43	100.00	43	100.00	11	11	100.00	11	100.00

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

Category	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1251	1251	100.00	1408	1408	100.00
Female	197	197	100.00	209	209	100.00
Total	1448	1448	100.00	1617	1617	100.00
Workers						
Male	38	38	100.00	7	7	100.00
Female	5	5	100.00	4	4	100.00
Total	43	43	100.00	11	11	100.00

10. Health and safety management system:

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

Yes, the Company has in place Occupational Health and Safety Management System. The Company places the highest priority on the health, safety, and well-being of its employees and workers. The Company enforces a comprehensive Health and Safety Management System, which includes regular internal and external audits of safety practices to ensure they are effective and comply with established standards. It adheres to all relevant legal requirements, such as the Factories Act, the Environment Protection Act, and other guidelines set by the Pollution Control Board. Employees



and workers are provided with personal protective equipment and receive awareness training, and they must follow standard operating procedures (SOPs) related to safety. Health insurance & compensation, Occupational health center, first aid at points, firefighting systems (smoke detectors, fire alarm systems, fire extinguishers), SOPs to operate plant activities in emergencies, are provided. Further, Safety Risk Assessment & Safety Audit is done by regulatory bodies. The Occupational Health and Safety Management System applies to all units and employees within the manufacturing operations. Hence, the coverage is 100%.

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

The Company undertakes periodic internal and external audits to ensure the compliance of Health and Safety Management system within the manufacturing operation. Based on incident investigations and root cause analyses, corrective and preventive measures are implemented by enhancing existing controls or introducing new ones for all activities within the organization's facilities. Identification of potential risks are also undertaken through designed checklists, Hazard Identification and Risk Assessment (HIRA) and other consequence modelling studies. Additionally, periodic Environmental, Health and Safety (EHS) training and inspections are performed to identify work-related hazards and implement appropriate mitigation strategies.

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

Yes, the Company has comprehensive Standard Operating Procedures (SOPs) for employees and workers that guide the timely identification and mitigation of work-related hazards and risks. We are committed to fostering a safe work environment by proactively identifying and addressing potential hazards. Additionally, the employees and workers are trained with Health and Safety module which includes identification of work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. Further they also receive training on how to use emergency equipment like fire hydrants, fire-fighting systems, safety alarms, and more during the safety and emergency evacuation drills. This enables either minimisation or elimination of hazard levels.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)- Yes. There is a Group Medclaim policy for eligible employees and workers.

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

Safety Incident/Number	Category*	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	2.77	1.43
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce

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

Employees and workers are provided with personal protective equipment and awareness training and are required to comply with SOP's in this regard. Further, they are also trained with Health and Safety module which includes identification of work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. We keep our employees informed about safety inspection results, injury and illness statistics, and other safety-related matters. Our Environment, Health and Safety (EHS) team and site management conduct regular workplace inspections to identify and address any potential hazards.

We have well-trained and equipped Emergency Response Teams, including first aiders and firefighters, to promptly address any emergencies that may arise. Regular measurements of Volatile Organic Compounds (VOCs) in the workplace help us promptly detect and respond to potential leaks, minimizing exposure to harmful chemicals. Safety and environment audits of plants are done by competent authorities under the Factories Act to ensure compliance. We are committed to international best practices in safety and environmental management. We have successfully implemented ISO 14001 (environmental management) and we continue to work towards achieving additional certifications.



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

	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Condition	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

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:

In current year, there were no safety related incident reported.

Leadership Indicators

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

Yes, the Company extends compensatory package to employees and workers in the event of death. Benefits like provident fund, gratuity, as applicable, are settled on priority basis.

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 ensures that statutory dues as applicable to the transaction with its value chain partners are deducted and deposited in accordance with the applicable regulations. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. We emphasize holding our value chain partners responsible for upholding business responsibility principles and maintaining transparency and accountability.

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

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

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

Yes, the Company provides skill upgradation training programmes to employees during their employment which further enable the employees to pursue employment post retirement or termination, based on the acquired skillset.



PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The Company is proactive in interacting with stakeholders and diligently identifies key material issues, ensuring that stakeholder expectations are met effectively. As a responsible organization, we are dedicated to building and maintaining strong, meaningful relationships with our stakeholders. Employees, workers, shareholders/investors, distributors, customers, channel partners, vendors/ suppliers/ third party manufacturers, healthcare professionals, local communities, regulators and government agencies are the primary stakeholder group identified by the Company as part of the engagement process. We prioritize understanding the expectations and concerns of these stakeholders. By actively engaging with them through multiple channels, we have both strengthened our relationships and enhanced our overall organizational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose & scope of engagement including key topics and concerns raised during such engagement
Investors/Shareholders	No	Email, Newspaper Advertisements, Website, Disclosure to Stock Exchanges, Investor meetings, Earning calls, Annual Reports, Investor Presentations, Press Releases etc.	Quarterly /Event based	We are committed to financial transparency with our investors and shareholders. We provide quarterly financial updates on our website and engage with our investors to address their expectations and concerns.
Employees & workers	No	Department meetings, One-on-one engagement, E-mails, Notices, Employee web-portals, Training and development workshops, Town halls & other communication mechanisms	Ongoing	Skill development, Health and safety, training and development, follow ups for SOP's and compliances with policies of the Company.
Customers (Healthcare professionals, Dealers & Distributors)	No	Email, In- Person Meetings, Conferences and Seminars, Advisory Meetings, engagement through website and social media	Ongoing	Optimize product development and delivery, pricing, enhance customer insight and satisfaction, to stay informed about the latest advancements in the pharmaceutical sector and address grievances.
Suppliers, Vendors and Third Party manufacturer	No	E-mails and Meetings	Frequent and need based	Strengthen supply chain resilience and minimize disruptions, drive innovation, improve production efficiency and quality control, develop robust and collaborative relationships, develop contingency plans to handle unforeseen disruptions.
Government and Regulator	No	Mandatory regulatory filings, E-mails, written communication and meetings.	Need based	Continuously monitor regulatory changes and adapt practices accordingly, implement robust internal audits and compliance checks, foster a culture of ethical behavior and accountability throughout the organization.
Communities	Yes	Directly or through CSR implementation agency	Ongoing	Community development programmes through CSR initiatives covering key areas such as healthcare, education, animal welfare, among others.



Leadership Indicators

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

The stakeholder engagement mechanism is essential for enhancing and diversifying stakeholder relationships. It helps to identify critical issues that significantly impact the Company's growth. Stakeholders can express concerns about economic, environmental, and social issues through our dedicated grievance redressal email. Upon receiving an email, we acknowledge its receipt promptly and provide an initial response to address immediate concerns. If specific queries need further attention from the Board or Management, the Company Secretary escalates them accordingly. The Board or Management then carefully reviews these matters and makes informed decisions, notifying the concerned individual of the outcome via email.

Additionally, to ensure stakeholder satisfaction, the Board or Management reviews all complaints and oversees their resolution. This process ensures that appropriate actions are taken to address and resolve any issues. Our grievance redressal system is designed to promote transparency, accountability, and effective stakeholder engagement, ensuring that all concerns are addressed promptly and maintaining a positive, mutually beneficial relationship with our stakeholders.

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 is committed to fostering inclusive and collaborative growth by prioritizing regular, constructive interactions with stakeholders to address key issues related to social impact, the environment, and human rights. Through employee engagement activities, vendor meetings, and ongoing communication with local communities, the Company seeks to understand and address environmental and social concerns. By consulting with key stakeholders, the Company identifies and prioritizes material topics based on their business impact. This feedback-driven approach enhances communication and collaboration forums, improves health and safety, and supports the well-being of employees. Additionally, it streamlines business processes for suppliers and effectively addresses environmental and social aspects. Through these initiatives, the Company aims to drive sustainable development and ensure that its operations positively impact both stakeholders and the broader society.

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

The Company is committed to supporting vulnerable and marginalized communities through its CSR initiatives. By partnering with various implementation agencies, the Company delivers targeted programs in healthcare, education, animal welfare, and more. Each CSR program is tailored to address specific community needs, which are carefully assessed to design structured projects that drive social transformation. These initiatives aim to benefit disadvantaged and marginalized groups, ensuring that CSR funds are utilized effectively to maximize their positive impact. With a focus on healthcare support, educational assistance, and overall empowerment, the Company is dedicated to fostering sustainable development and improving community well-being.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1448	1448	100.00	1617	1617	100.00
Other than permanent	384	384	100.00	0	0	0
Total Employees	1832	1832	100.00	1617	1617	100.00
Workers						
Permanent	43	43	100.00	11	11	100.00
Other than permanent	796	796	100.00	538	538	100.00
Total Workers	839	839	100.00	549	549	100.00



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

Category	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1448	0	0	1448	100.00	1617	0	0	1617	100.00
Male	1251	0	0	1251	100.00	1408	0	0	1408	100.00
Female	197	0	0	197	100.00	209	0	0	209	100.00
Other than Permanent	384	0	0	384	100.00	0	0	0	0	0
Male	352	0	0	352	100.00	0	0	0	0	0
Female	32	0	0	32	100.00	0	0	0	0	0
Workers										
Permanent	43	0	0	43	100.00	11	0	0	11	100.00
Male	38	0	0	38	100.00	7	0	0	7	100.00
Female	5	0	0	5	100.00	4	0	0	4	100.00
Other than Permanent	796	711	89.32	85	10.68	538	468	86.99	70	13.01
Male	416	331	79.57	85	20.43	266	196	73.68	70	26.32
Female	380	380	100.00	0	0	272	272	100.00	0	0

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Amt in ₹)	Number	Median remuneration/ salary/wages of respective category (Amt in ₹)
Board of Directors (BOD)*	4	32,84,274	0	-
Key Managerial Personnel	1	55,00,004	1	17,50,483
Employees other than BOD & KMPs	1598	3,61,231	228	3,15,826
Workers	39	1,48,350	4	3,63,473

*BOD represents data for Executive Directors only

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Gross wages paid to females as % of total wages*	11.10	11.06

*Permanent employees and workers are considered while computing gross wages paid to females as % of total wages.

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

Yes, the Company has dedicated HR team at various location to address the human rights issues.

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

The Company is committed to provide safe and conducive work environment to all its employees and workers. The Company has in place Internal Complaints Committee (ICC) which looks into and addresses any grievances related to sexual harassment. The Company also has in place whistle blower/ vigil mechanism to enable the employees to raise their

concerns about unethical behavior, actual or suspected violation, malpractices, corruption, fraud or unethical conduct, leak of unpublished price sensitive information, etc. All the grievances related to human rights are promptly handled by the Manufacturing Unit Heads/Project Managers/Business Unit Heads in coordination with Human Resource Department. They thoroughly investigate each grievance and take necessary actions to address and resolve the issues. If necessary, disciplinary measures are taken and support from regulatory authorities is sought.

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

Particulars	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company's Whistle Blower Policy ensures to safeguard complainants from retaliation and other unfair practices, including threats, intimidation, termination, suspension, disciplinary action, transfer, demotion, or denial of promotion. Complainants may choose to remain anonymous unless disclosure is required by law enforcement. Investigations are conducted with the utmost confidentiality to protect the complainant and ensure their identity is kept secure. For sexual harassment cases, the Company adheres to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, ensuring that investigations are handled discreetly and the complainant's identity is protected. The Company also has Internal Complaints Committees (ICCs) at the head office and plant locations to specifically address and resolve sexual harassment complaints.

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

Yes, human rights requirement is part of certain specific business agreement and contract, wherever required.

10. Assessment for the year :

Particulars	% 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	-



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

During the period under review, the Company did not receive any corrective action directives as we are compliant with the applicable laws.

Leadership Indicators

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

During the financial year 2023-2024, the Company did not received any human rights grievances/complaints. As a result, no business processes have been modified or introduced for addressing human rights grievances/ complaints.

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

During the financial year 2023-2024, the Company has not undertaken any Human Rights due diligence. However, the Company has in place Human Rights Policy and all the employees and value chain partners are expected to abide by the principles covered in the policies.

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/office of the Company are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (c)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	32755.96 Giga Joules	19370.68 Giga Joules
Total fuel consumption (E)	20831.27 Giga Joules	17890.37 Giga Joules
Energy consumption through other sources (F)	136.27 Giga Joules	-
Total energy consumed from non-renewable sources (D+E+F)	53723.50 Giga Joules	37261.05 Giga Joules
Total energy consumed (A+B+C+D+E+F)	53723.50 Giga Joules	37261.05 Giga Joules
Energy intensity per rupee of turnover (Total energy consumption in GJ/ Revenue from operations in Millions)	6.66	5.40
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed in GJ / Revenue from operations adjusted for PPP in Million)	152.38	123.44
Energy intensity in terms of physical output	129.17 [#]	80.35

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

[#] The energy consumption figures for FY 2023-24 include the Indore manufacturing facility. It is important to note that production at this facility has not yet commenced. Consequently, the Energy Intensity in terms of Physical Output is reported as higher for this financial year due to the absence of corresponding production output from the Indore facility.

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, we haven't carried out assessment / evaluation / assurance from any external agency.

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

No.

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	53938.7	46966
(iii) Third party water	44492	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	98430.7	46966
Total volume of water consumption (in kilolitres)	98430.7	46966
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in Million)	12.20	6.8
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP in million)	279.19	155.60
Water intensity in terms of physical output	236.67[#]	101.28

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

[#] The water consumption figures for FY 2023-24 include the Indore manufacturing facility. It is important to note that production at this facility has not yet commenced. Consequently, the Water Intensity in terms of Physical Output is reported as higher for this financial year due to the absence of corresponding production output from the Indore facility.

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, we haven't carried out assessment/ evaluation/ assurance from any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No Treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-



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

No, we haven't carried out assessment / evaluation / assurance from any external agency.

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 mechanism at our Navsari and Indore plant. At the Navsari plant, we have Effluent Treatment Plant (ETP) and three stage Multi Effect Evaporator (MEE) installed to treat the effluent water as per norms. The wastewater is treated in a facility consisting of primary, secondary and tertiary treatment with membrane filtration [Ultrafiltration (UF)/ Reverse Osmosis (RO)]. Treated process waste water and condensate produced by this system is effectively utilized in boilers and other utilities. At our Indore plant, we have implemented a treatment system comprising ETP, UF, and RO. The permeate water from the RO process is utilized for gardening, green belt development and cooling towers. There is no effluent generation at our Belgaum site. Moreover, the Company promotes water conservation through a reduce, reuse, and recycle strategy across its manufacturing sites.

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

Parameter	Please Specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nox	Ppm	38.39	16.9
Sox	Ppm	51.35	14.1
Particulate matter (PM)	mg/m3	71.73	30.54
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	Ppm	-	-
Hazardous air pollutants (HAP)	Ppm	-	-
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.

Yes, the Navsari plant has been evaluated by Aqua-Air Environmental Engineers Private Limited, while testing at the Indore plant has been conducted by CES Analytical & Research Services (I) Private Limited.

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2500.959	2152.589
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2338.07	2330.703
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million)		0.60	0.65
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in million)		13.73	14.85
Total Scope 1 and Scope 2 emission intensity in terms of physical output		11.63	9.67

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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.

We haven't carried out assessment / evaluation / assurance from any external agency.

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

Yes, in our Navsari plant we have employed advanced Heating, Ventilation and Air Conditioning (HVAC) technology into our systems, leveraging eco-friendly gases such as R-33, R410, and R407. We have reduced energy consumption through equipment updates. We also use briquette-based boilers instead of fuel oil-based boilers to reduce greenhouse emission and accelerate our green transition. We have also reduced GHG emissions through process optimization. These environmentally conscious choices align with our commitment to sustainable practices while ensuring efficient and effective climate control for our facilities. Furthermore, the Company ensures to adopt environmentally responsible practices by disposing of waste generated during production operations in accordance with all relevant environmental laws. We have also substituted incineration of waste with pre-processing.

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	64.0	22.24
E-waste (B)	-	-
Bio-medical waste (C)	8.09	9.02
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	8.85	4.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+H)	80.94	35.61
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in million)	0.010	0.005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP in million)	0.23	0.12
Waste intensity in terms of physical output	0.19	0.08
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0.011
(ii) Re-used	1.505	2.194
(iii) Other recovery operations	-	-
Total	1.505	2.205
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7.724	-
(ii) Landfilling	-	-
(iii) Other disposal operations	69.855	12.98
Total	77.579	12.98

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.



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, we haven't carried out assessment / evaluation / assurance from any external agency.

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

The Company has implemented waste management plan and SOP's in this regard are in place that encompasses various strategies for waste reduction, segregation and safe disposal. To align with its goals of resource optimization and waste reduction, the Company has enacted several measures to minimize manufacturing rejects. The Company complies with the requirements of Extended Producer Responsibility (EPR) by collecting end-of-use plastic and improving its management of plastic waste. In dealing with hazardous waste, the company prioritizes environmentally friendly practices, diverting a significant portion of it for co-processing instead of resorting to incineration or landfilling. Furthermore, the Company ensures environmentally responsible practices by disposing of waste generated during production operations in accordance with all relevant environmental laws.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any of its manufacturing facilities/ offices in ecologically sensitive areas.			

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
No environmental impact assesment was undertaken during the financial year 2023-2024.					

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

Yes, the Company is compliant with the applicable environmental law / regulations / guidelines in India.

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
Not Applicable				

Leadership Indicators

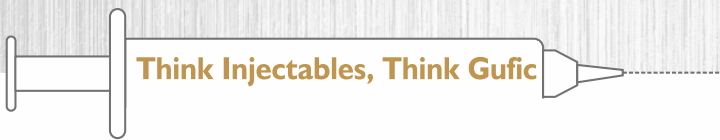
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: NIL

(ii) Nature of operations: NIL

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



Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	--
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No, we haven't carried out assessment/ evaluation/ assurance from any external agency.

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

Not Applicable

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



Sr. No.	Initiative Taken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Primary and Secondary Condensers in Navsari plant	The Company has implemented primary and secondary condensers to optimize solvent recovery and reduce the release of ambient air emissions.	1. Reduction in fuel consumption 2. Minimization of environmental impacts in the surrounding area
2	Use of cooling tower	A cooling tower is employed at our Indore and Navsari plants to reduce the amount of fresh water consumed.	Reduction in consumption of fresh water
3	Use of Advance Air Pollution Control System (APCS) in Navsari plant	A Bag Filter and Multi Cyclone Separator are employed to minimize particulate matter emissions into the surrounding air. Furthermore, a scrubber system is used to manage gas emissions.	To minimize the presence of gases and particulate matter in the surrounding air.
4	Fuel Substitution	At our Navsari and Indore plants, we use briquette-based boilers instead of fuel oil-based boilers.	Reduces greenhouse emission and accelerate green transition.
5	Efficiency improvement in Zero Liquid Discharge ("ZLD") system in Navsari Plant"	Effluent load reduction and energy saving in ZLD system are achieved through the following measures: 1) Reusing condensate from the Multiple Effect Evaporator (MEE) process. 2) Modifying the treatment method for domestic effluent streams.	Saving up to 7200 KL fresh water from borewell per year in Navsari plant
6	Condensate system	At our Indore plant, we have a condensate recovery system in place. We collect all plant condensate in a tank and then redirect it to the boiler feed tank. Since the condensate temperature is approximately 60°C, this process helps to reduce both water and fuel consumption.	Reduction of water and fuel consumption.
7	Efficiency improvement in Zero Liquid Discharge ("ZLD") system in Indore Plant	Our system includes an ETP, UF and RO unit. The RO permeate water is utilized for gardening, green belt development, cooling towers, and wash area flushing. Additionally, RO reject water is also employed for green belt development.	This reduces the consumption of fresh water by recovering approximately 40 to 50 KL of water for use in cooling towers, thereby conserving soft water.

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

Yes, the Company has a robust plan for business continuity and on-site emergencies. This thorough plan enables the Company to effectively address challenges from natural disasters or unexpected events that might disrupt normal operations. To ensure readiness, employees participate in regular training and disaster management drills to handle emergencies efficiently. Additionally, the Company has a detailed risk management plan and policy designed to minimize disaster-related losses by assessing potential disruptions and implementing mitigation strategies, thereby maintaining a secure and resilient business environment.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

The Company is a member of four trade and industry chambers/ associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
2	Indian Drug Manufacturers Association (IDMA)	National
3	The Council of EU Chambers of Commerce in India	National
4	Asmechem Chamber of Commerce & Industry of India	National

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

Name of authority	Brief of the case	Corrective action taken
During the reporting period, there was no adverse order issued from regulatory authorities pertaining to anti-competitive conduct.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the reporting year, the Company has not undertaken any Social Impact Assessments (SIA).					

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

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

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

The Company recognizes its societal responsibilities and supports the inclusive growth and fair development of all stakeholders. We are committed to responsible growth, balancing stakeholder needs, and considering our impact on the environment and community. Our CSR initiatives reflect this commitment. Additionally, Company officials periodically visit local areas and engage with residents and local councils to address any grievances. Currently, no specific grievances have been reported.

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4.42	4.62
Directly from within India	53.16	42.33

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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	6.09	5.93
Semi-urban	0.81	0.86
Urban	41.77	37.34
Metropolitan	51.33	55.87

(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 I of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

The Company manages consumer complaints and feedback through a well-established and effective system, ensuring prompt resolution. Complaints reported by any Patients, consumers, healthcare professionals, and other stakeholders are reviewed and addressed according to our Standard Operating Procedure (SOP). Depending on the nature of the complaint, it is forwarded to the relevant department for appropriate action and response. Additionally, consumers can provide feedback through the procedures outlined in our Code of Conduct, available on our website. We also ensure that complaints raised in consumer forums are handled in accordance with applicable laws and regulations.

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

Particulars	As a percentage of total turnover
Environmental and Social parameters relevant to the product	-
Safe and responsible usage	100
Recycling and/or safe disposal	-

3. Number of complaints in respect of the following :

Particulars	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others- related with Products, Packaging of Products etc.	23	Nil	Resolved	23	Nil	Resolved

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

Particulars	Number	Reason for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable



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

Yes, the Company has in place framework on cyber security and risks related to data privacy to provide effective measures aimed at averting potential cyber threats and the same is available on the Company's intranet for the employees of the Company.

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.**

No Penalties/Regulatory actions have been levied or taken on the aforementioned parameters.

7. **Provide the following information relating to data breaches:**

a. **Number of instances of data breaches - 0**

b. **Percentage of data breaches involving personally identifiable information of customers - Not Applicable**

c. **Impact, if any, of the data breaches - Not Applicable**

Leadership Indicators

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

Yes, the Company's website provides information about the leading products of the Company at www.gufic.com. Further complete details of the product are also available on the product leaflets.

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

The Company adheres to relevant regulatory requirements by disclosing information to its stakeholders on the safe and responsible usage of the Products. The information label attached to each product informs the consumers about instructions for pharmacokinetics, safe use, ingredients, composition, side effects, guidance on appropriate storage conditions among others.

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

As per the guidelines of National Pharmaceutical Pricing Authority, the Company discloses discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation. However, if six months' advance notice is not possible, the notification is submitted as soon as practicable thereafter. Further, the Company also follows recall procedure as and when required.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)- No, product information is displayed on the product as per local laws/ FDA.**

If yes, provide details in brief. - Not Applicable

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / service of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - No