

August 1, 2023

To Listing Department, NATIONAL STOCK EXCHANGE OF INDIA LIMITED Exchange Plaza, Bandra Kurla Complex, Bandra (E), MUMBAI -400 051 Company Code No. AUROPHARMA	To The Corporate Relations Department BSE LIMITED Phiroz Jeejeebhoy Towers, 25 th floor, Dalal Street, MUMBAI -400 001 Company Code No. 524804
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Dear Sir / Madam,

Sub: Business Responsibility & Sustainability Report for FY 2022-23.

Pursuant to Regulations 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2022-23.

Please take the information on record.

Thanking you,

Yours faithfully,
For AUROBINDO PHARMA LIMITED

B. Adi Reddy
Company Secretary

Encl: as above.

Business Responsibility & Sustainability Report

SECTION A GENERAL DISCLOSURES

I – DETAILS OF LISTED ENTITIES

1.	Corporate Identity Number (CIN) of the Listed Entity	L24239TG1986PLC015190
2.	Name of the Listed Entity	Aurobindo Pharma Limited
3.	Year of incorporation	1986
4.	Registered office address	Plot no.2, Maithrivihar, Behind Maithrivanam, Ameerpet, Hyderabad – 500038, Telangana, India
5.	Corporate address	Galaxy, Floor 22-24; Plot No 1, Sy No 83/1, Hyderabad Knowledge City, Raidurg Panmaktha, Hyderabad – 500032, Telangana, India
6.	E-mail	info@aurobindo.com
7.	Telephone	040-66721200
8.	Website	www.aurobindo.com
9.	Financial year for which reporting is being done	Financial year 2022-23 (April 1, 2022 to March 31, 2023)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 585,938,609
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. B. Adi Reddy Company Secretary and Compliance Officer Phone: +91 40 6672 5333 Email: cs@aurobindo.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under BRSR is on consolidated basis, unless otherwise stated.

II – PRODUCTS AND SERVICES

14. Details of business activities (accounting for 90% of the Turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100 %

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Development, Manufacture and Sale of Active Pharma Ingredients and Formulations	21009	100%

III – OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	22	3	25
International	3	52	55

17. Markets served by the entity:
A. Number of locations:

Locations	Number
National (No. of States and Union Territories)	28 states
International (No. of Countries)	151 countries

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

71% of total turnover is contributed by the exports of products, which is calculated on standalone basis

C. A brief on types of customers

Generic customers, Major pharma customers, Institutional customers and Health care professionals

IV – EMPLOYEES
18. Details as at the end of Financial Year
A. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
Employees						
1	Permanent	23,451	21,098	90%	2,353	10%
2	Other than Permanent	2	1	50%	1	50%
	Total employees	23,453	21,099	90%	2,354	10%
Workers						
1	Permanent	-	-	-	-	-
2	Other than Permanent	9,960	8,347	84%	1,613	16%
	Total workers	9,960	8,347	84%	1,613	16%

B. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
			No.	%	No.	%
Employees						
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	Total employees	-	-	-	-	-
Workers						
4	Permanent	-	-	-	-	-
5	Other than Permanent	-	-	-	-	-
6	Total workers	-	-	-	-	-

Note: Currently, company is not tracking differently abled employees

19. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
		No.	%
Board of Directors	10	2	20%
Key Management Personnel	2	0	-

Business Responsibility & Sustainability Report Contd.

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

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	23%	19%	16%	21%	17%	12%	14%	12%
Permanent Workers	-	-	-	-	-	-	-	-	-

V – HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding / subsidiary / associate companies / joint ventures

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Helix Healthcare B.V.	Subsidiary	100%	No
2	Agile Pharma B.V.	Subsidiary	100%	No
3	Laboratorios Aurobindo S.L.	Subsidiary	100%	No
4	Aurex B.V. (formerly known as Pharmacin B.V.)	Subsidiary	100%	No
5	Milpharm Limited	Subsidiary	100%	No
6	Aurobindo Pharma (Malta) Ltd	Subsidiary	100%	No
7	APL Swift Services (Malta) Ltd	Subsidiary	100%	No
8	Aurobindo Pharma (Romania) s.r.l	Subsidiary	100%	No
9	Pharmacia B.V. (formerly known as Aurex B.V.)	Subsidiary	100%	No
10	Aurovitas Pharma Polska	Subsidiary	100%	No
11	Generis Farmaceutica S.A.	Subsidiary	100%	No
12	Generis Phar, Unipessoal Lda	Subsidiary	100%	No
13	Aurobindo Pharma (Italia) S.r.l	Subsidiary	100%	No
14	Arrow Generiques SAS	Subsidiary	100%	No
15	1980 Puren Pharma GmbH (formerly Actavis Management GmbH), Germany	Subsidiary	100%	No
16	Puren Pharma GmbH & Co., KG (formerly Actavis Deutschland GmbH & Co., KG)	Subsidiary	100%	No
17	Aurovitas Spain SA (formerly Actavis Spain S.A)	Subsidiary	100%	No
18	Aurobindo Pharma B.V. (formerly known as Actavis B.V.)	Subsidiary	100%	No
19	Aurovitas Spol s.r.o (formerly Apotex (CR) Spol s.r.o.)	Subsidiary	100%	No
20	Apotex Europe B.V.	Subsidiary	100%	No
21	Aurovitas Nederland B.V (formerly Apotex Nederland B.V.)	Subsidiary	100%	No
22	Sameko Farma B.V.	Subsidiary	100%	No
23	Leidapharm B.V.	Subsidiary	100%	No
24	Marel B.V.	Subsidiary	100%	No
25	Pharma Dossier B.V.	Subsidiary	100%	No
26	Aurobindo NV/SA	Subsidiary	100%	No
27	CuraTeQ Biologics s.r.o.	Subsidiary	100%	No
28	Eugia Pharma B.V.	Subsidiary	100%	No
29	Eugia Pharma (Malta) Limited	Subsidiary	100%	No
30	Eugia (UK) Limited	Subsidiary	100%	No
31	APL Pharma Thai Limited	Subsidiary	97.9%	No

Sl. No	Name of the holding /subsidiary / associate companies / joint ventures	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)
32	Aurobindo Pharma Industria Farmaceutica Ltd	Subsidiary	99.97%	No
33	Aurobindo Pharma Produtos Farmaceuticos Limitada	Subsidiary	100%	No
34	All Pharma (Shanghai) Trading Co Ltd	Subsidiary	100%	No
35	Auro Pharma Inc.	Subsidiary	100%	No
36	Aurobindo Pharma (Pty) Ltd	Subsidiary	100%	No
37	Aurobindo Pharma Japan KK	Subsidiary	100%	No
38	Aurovida Farmaceutica SA DE CV	Subsidiary	100%	No
39	Aurobindo Pharma Colombia S A S	Subsidiary	100%	No
40	Aurogen South Africa (PTY) Ltd	Subsidiary	100%	No
41	Aurobindo Pharma Saudi Arabia Limited Company	Subsidiary	100%	No
42	Aurovitas Pharma (Taizhou) Ltd	Subsidiary	100%	No
43	Aurobindo Pharma FZ-LLC	Subsidiary	100%	No
44	Aurosaud SA De CV	Subsidiary	100%	No
45	Auro PR Inc	Subsidiary	100%	No
46	Eugia Pharma INC, Canada	Subsidiary	100%	No
47	Eugia Pharma (Australia) PTY Limited	Subsidiary	100%	No
48	Eugia Pharma Industria Farmaceutica Limitada	Subsidiary	100%	No
49	Auro PR I LLC (formerly known as Mylan LLC) [Merged with Auro PR Inc w.e.f. May 23, 2022]	Subsidiary	100%	No
50	Aurobindo Pharma Ukraine LLC	Subsidiary	100%	No
51	Eugia Pharma Colombia S.A.S.	Subsidiary	100%	No
52	PT Aurogen Pharma Indonesia (Incorporated w.e.f. July 1, 2022)	Subsidiary	100%	No
53	Auroscience PTY Ltd, Australia	Subsidiary	100%	No
54	Aurobindo Pharma USA Inc.	Subsidiary	100%	No
55	Aurolife Pharma LLC	Subsidiary	100%	No
56	Auro Health LLC	Subsidiary	100%	No
57	Auro AR LLC, USA	Subsidiary	100%	No
58	Auro Vaccines LLC	Subsidiary	100%	No
59	Auro Logistics LLC	Subsidiary	100%	No
60	Acrotech Biopharma Inc. (formerly Acrotech Biopharma LLC) (name changed w.e.f. Jun 2, 2022)	Subsidiary	100%	No
61	Auro Science LLC	Subsidiary	100%	No
62	Auro Packaging LLC	Subsidiary	100%	No
63	Vespyr Brands, Inc (formerly known as Nurya Brands Inc)	Subsidiary	100%	No
64	Eugia Injectable Inc (closed w.e.f. April 26, 2022)	Subsidiary	100%	No
65	Eugia Inc	Subsidiary	100%	No
66	Eugia US LLC (formerly known as Auro Medics Pharma LLC) (Name changed w.e.f. Aug 8, 2022)	Subsidiary	100%	No
67	Auro Steriles LLC (Dissolved w.e.f. September 30, 2022 and notified on November 16, 2022)	Subsidiary	100%	No
68	Eugia US Manufacturing LLC	Subsidiary	100%	No
69	APL Healthcare Limited	Subsidiary	100%	No

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Sl. No	Name of the holding /subsidiary / associate companies / joint ventures	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)
70	Auronext Pharma Private Limited	Subsidiary	100%	No
71	Auro Peptides Ltd	Subsidiary	95%	No
72	Apitoria Pharma Private Limited (formerly known as Auro Pharma India Private Limited, name changed w.e.f. March 29, 2023)	Subsidiary	100%	No
73	Auroactive Pharma Private Limited	Subsidiary	100%	No
74	CuraTeQ Biologics Private Limited	Subsidiary	100%	No
75	Eugia Steriles Private Limited (formerly known as Auro Cure Private Limited, name changed w.e.f. July 26, 2022)	Subsidiary	100%	No
76	AuroZest Private Limited	Subsidiary	100%	No
77	Aurobindo Antibiotics Private Limited	Subsidiary	100%	No
78	Eugia Pharma Specialities Ltd	Subsidiary	100%	No
79	Mviyes Pharma Ventures Private Limited	Subsidiary	100%	No
80	Lyfius Pharma Private Limited	Subsidiary	100%	No
81	Qule Pharma Private Limited	Subsidiary	100%	No
82	Eugia SEZ Private Limited (formerly Wytells Pharma Private Limited) (Name changed w.e.f. September 2, 2022)	Subsidiary	100%	No
83	Auro vaccines Private Limited	Subsidiary	100%	No
84	GLS Pharma Limited (Acquired w.e.f. August 17, 2022)	Subsidiary	51%	No
85	TheraNyM Biologics Private Limited (Incorporated w.e.f. September 22, 2022)	Subsidiary	100%	No
86	Novagen Pharma (Pty) Ltd	Joint Venture	50%	No
87	Purple Bellflower (Pty) Ltd., South Africa	Joint Venture	48%	No
88	Luoxin Aurovitas Pharm (Chengdu) Co. Ltd.	Joint Venture	30%	No
89	Novagen BBBEE Invest Co (Pty) Ltd	Joint Venture	24.5%	No
90	Raidurgam Developers Limited (formerly Aurobindo Antibiotics Ltd)	Joint Venture	40%	No
91	Tergene Biotech Ltd. (Converted into Public Company w.e.f. October 20, 2022)	Joint Venture	80%	No
92	NVNR (Ramannapet I) Power Plant Private Limited	Associate	26%	No
93	NVNR (Ramannapet II) Power Plant Private Limited	Associate	26%	No
94	Aurobindo Pharma Foundation	Subsidiary / Sec 8 Company	100%	No

VI – CSR DETAILS

22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹)	248,553 Mn
	(iii) Net worth (in ₹)	268,518 Mn

VII – TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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)	FY 2023			FY 2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors and Shareholders	Yes	7	7	-	13	13	-
Employees and workers	Yes* (I, II, III, IV)	297	-	-	326	-	-
Customers	Yes	282	78	-	379	26	-
Value Chain Partners	Yes* (I, II, V)	-	-	-	-	-	-

*Major policies guiding the responsible business conduct spanning key stakeholders are provided below

I. Policy on Business Ethics and Values (Link: https://www.aurobindo.com/api/uploads/Policy%20on%20Business%20Ethics%20&%20Values_Aurobindo%20Pharma%20Ltd.pdf)

II. Human Rights Policy (Link: https://www.aurobindo.com/pdfs/Human%20Rights%20Policy_Aurobindo%20Pharma%20Ltd.pdf)

III. Prevention of Sexual Harassment Policy (Available on Company Intranet portal)

IV. Whistle Blower Policy (Available on Company Intranet portal)

V. Supplier Code of Conduct (effective from 1st Apr, 2023) (Link: https://www.aurobindo.com/pdfs/Supplier%20Code%20of%20Conduct_Aurobindo%20Pharma%20Ltd.pdf)

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

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

Sl. 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	Promoting renewable energy	Opportunity	<ul style="list-style-type: none"> Reduce dependency on conventional sources of energy Reduction in cost and brand image (carbon-neutral/positive) Increasing energy cost Peers focusing on renewable energy 	-	Positive
2	Integrated water management	Opportunity	<ul style="list-style-type: none"> Reduce dependency on freshwater withdrawal through rainwater harvesting and reduction in cost Brand image (water neutral/positive) Water offset programmes Location-specific water stress Groundwater depletion Dynamic regulatory landscape 	-	Positive

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Sl. 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	Anti-microbial resistance	Risk	<ul style="list-style-type: none"> Health risk Responsible manufacturing Enhanced brand image Strategic collaboration to combat AMR 	Aiming towards Predicted No-Effect Concentrations (PNECs) targets for antibiotics in wastewater as per AMR Industry Alliance targets	Negative
4	Corporate social responsibility	Opportunity	<ul style="list-style-type: none"> Enhanced brand image Social license to operate Engagement with local communities 	-	Positive
5	Promotion of diversity and inclusiveness	Opportunity	<ul style="list-style-type: none"> Managing attrition rates Enhanced brand image Talent retention 	-	Positive
6	Sustainable supply chain management	Risk	<ul style="list-style-type: none"> Falling behind sector peers Need for increased efficiency and cost reduction Establish traceable and transparent supply chain Supplier assessment program covering ESG aspects 	<ul style="list-style-type: none"> Introduce a Supplier Code of Conduct and ensure partners and suppliers adhere to the policy through engagements and audits Shifting towards low carbon logistics 	Negative
7	Access to healthcare	Opportunity	<ul style="list-style-type: none"> Opportunity to develop a robust pipeline Brand image Efforts to ensure medicine availability for patients in need of medicines for unmet medical needs Brand image 	-	Positive

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9	
1. A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)				Yes					Yes	
B. Has the policy been approved by the Board? (Yes/No)				Yes			-		Yes	
C. Web Link of the Policies, if available	https://www.aurobindo.com/sustainability/social-accountability-standards https://www.aurobindo.com/investors/corporate-governance/governance-policies https://www.aurobindo.com/sustainability/our-commitment https://www.aurobindo.com/api/uploads/Policy%20on%20Business%20Ethics%20&%20Values_Aurobindo%20Pharma%20Ltd.pdf https://www.aurobindo.com/pdfs/Human%20Rights%20Policy_Aurobindo%20Pharma%20Ltd.pdf https://www.aurobindo.com/pdfs/Supplier%20Code%20of%20Conduct_Aurobindo%20Pharma%20Ltd.pdf									
2. Whether the entity has translated the policy into procedures. (Yes / No)				Yes					Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Policy on Business Ethics and Values, Human Rights Policy and Supplier Code of Conduct (effective from 1 st Apr,2023) extend to value chain partners						-		-	
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.	SA 8000	ISO 14001: 2015	SA 8000	-	SA 8000	ISO 14001: 2015	-	-	ISO 9001: 2015	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Note 1									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.										

NOTE 1

Pillar	2025 goals	Progress made so far
Responsible Manufacturing	i. 20% renewable energy share (Power-to-Power)	Achieved 11.85% renewable energy share (Power-to-Power)
	ii. 12.5% reduction in carbon footprint (as per Science Based Targets initiative – well below 2°C scenario)	Achieved 17 % reduction in carbon footprint against target of 12.5% from baseline year FY20
	iii. Towards water neutrality – 35% water conservation/ restoration	Achieved 38% water conservation/ restoration
	iv. 60% co-processing of hazardous waste	Achieved 62%
	v. 100% reuse / recycle of non-hazardous waste	Achieved 100%
Sustainable Sourcing	100% of key starting material suppliers in India of finished dosage forms (drug product) shall be assessed on Supplier Code of Conduct	50% of key starting material suppliers in India of finished dosage forms (drug product) are assessed on Suppliers Code of Conduct in FY23 as compared to 45% in FY22
Social Equity	i. 12.75% women out of total workforce	Achieved 12% gender diversity among workforce in FY23 as compared to 10% in FY22
	ii. 25 hours of learning per employee	Achieved 21.17 hours of learning per employee in FY23 as compared to 19.71 hours in FY22
	iii. Zero reportable incidents across operations	Measures have been taken along with training to ensure no reportable incidents

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Pillar	2025 goals	Progress made so far
Corporate Social Responsibility	Empowering communities to build a progressive ecosystem	Need-based programmes are being implemented
Effective Governance	Highest levels of governance beyond compliance	Implementing industry-best practices, ensuring highest level of governance
Access to Healthcare	Innovating and strengthening healthcare systems across	Promoting innovative measures to strengthen healthcare systems

Governance, leadership and oversight

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

With over three decades of experience, world-class infrastructure, and a talented team, we at Aurobindo Pharma are committed to creating value for all our stakeholders. We are diligently integrating ESG at the core of our functioning and in all that we do.

For Aurobindo, sustainability means adhering to responsible business practices and consistent involvement with all stakeholders. We strive to achieve economic success, while having business policies that are ethical, equitable, environmentally conscious, and sensitive towards the differently abled. We have made progress in terms of gender diversity among our workforce with a strong focus on employee learning & development.

Reducing carbon footprint through use of renewable energy and building resilient solutions that empower disadvantaged communities are some of our key priorities within the ESG framework. We have achieved a 17% reduction in carbon footprint with 11.85% share of renewable energy so far, against the 2025 targets of 12.5% and 20% respectively. In FY23, We consumed total of 80,341MWh of renewable power which include both self generated and purchased solar power from our Joint venture/associate company. We generated about 43,000 MWh Solar power from our Solar power plant near Pydibhimavaram, Vizag. Aurobindo commits itself to creating a more equitable and inclusive society, through sustainable transformation and social integration.

To make our ESG practices more transparent, we are adopting the Business Responsibility and Sustainability Report from this year.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies	Mr. K. Nithyananda Reddy Vice Chairman & Managing Director Telephone number: 040-6672 5101 E-mail ID: secretarial@aurobindo.com																		
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No) If yes, provide details.	Yes - Sustainability Reporting and ESG Committee																		
	<table border="1"> <thead> <tr> <th>Name of the director</th> <th>DIN Number</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>Mrs. Savita Mahajan</td> <td>06492679</td> <td>Chairperson</td> </tr> <tr> <td>Mr. K. Rangunathan</td> <td>00523576</td> <td>Member</td> </tr> <tr> <td>Mr. Santanu Mukherjee</td> <td>07716452</td> <td>Member</td> </tr> <tr> <td>Mr. K. Nithyananda Reddy</td> <td>01284195</td> <td>Member</td> </tr> <tr> <td>Mr. M. Madan Mohan Reddy</td> <td>01284266</td> <td>Member</td> </tr> </tbody> </table>	Name of the director	DIN Number	Designation	Mrs. Savita Mahajan	06492679	Chairperson	Mr. K. Rangunathan	00523576	Member	Mr. Santanu Mukherjee	07716452	Member	Mr. K. Nithyananda Reddy	01284195	Member	Mr. M. Madan Mohan Reddy	01284266	Member
Name of the director	DIN Number	Designation																	
Mrs. Savita Mahajan	06492679	Chairperson																	
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Mr. K. Nithyananda Reddy	01284195	Member																	
Mr. M. Madan Mohan Reddy	01284266	Member																	

Subject for Review and Independent Assessment	P1	P2	P3	P4	P5	P6	P7	P8	P9
10. Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes. Audit Committee reviews the reports submitted by the internal auditors covering the above principles subject to the scope approved by Audit Committee								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. Risk Management & Internal Audit reviews the adherence with support of external service providers. Scope is defined by the Risk Management & Internal Audit team and approved by Audit Committee								

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

Not Applicable

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**

Section	Principle	Indicator Type
Section C	Principle 1	Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BOD) Key Managerial Personnel (KMP)	2	Most of the familiarisation programmes are provided to Board of Directors and Key Managerial Personnel as a part of Board or Committee Meetings	100%
Employees Other than BOD and KMPs	1	Employees undergo integrated training covering the below topics i. Code of Conduct ii. Policy on Business Ethics and Values iii. Prevention of Sexual Harassment iv. Human Rights Policy v. Whistle Blower Policy. vi. Environment, Health, Safety and Sustainability Policy Employees basis their role undergo various training programs throughout the year. This includes cGMP trainings, functional SOP trainings, Safety trainings, On the Job trainings	100%
Workers	1	Health, Safety and Environmental trainings and training on Human Rights Policy	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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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.

Not Applicable

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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 'Policy on Business Ethics & Values' in place. The scope of the policy broadly covers Money laundering and Anti-Competitive Practices. The company is committed to conduct business in an ethical and honest manner, to implement and enforce the systems that ensure bribery and corruption are prevented. The company respects all laws relating to anti-bribery and corruption in all the jurisdictions in which company operates.

The policy is applicable to all employees including contractual associates, third party contractors, sub-contractors, suppliers/ vendors, and other Service Providers associated with the Company and its Subsidiaries located in India

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	FY 2022
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023		FY 2022	
	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

Section	Principle	Indicator Type
Section C	Principle 1	Leadership Indicators

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

Value chain partners are expected to comply with Policy on Business Ethics and Values and Human Rights Policy. However, in the current financial year, no awareness programmes were held to train value chain partners on these principles.

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

Yes, the company has 'Code of Conduct for Board Members and Senior Management Personnel' and 'Related Party Transaction Policy' in place.

Code of Conduct broadly covers matters pertaining to Conflict of interest, Honest and Ethical Conduct, Compliance with Laws, Rules and Regulations, Confidentiality, Protection and Proper Use of Company's Assets and Duties of Independent Director.

Link : <https://www.aurobindo.com/investors/disclosures-under-regulation-46/code-of-conduct>

Related Party Transactions Policy ensures that proper approval and reporting of transactions between the Company and its Related Parties in the best interest of the Company and its Stakeholders

Link : <https://www.aurobindo.com/api/uploads/Related-Party-Transaction-Policy.pdf>

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

Section	Principle	Indicator Type
Section C	Principle 1	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.

Particulars	FY23	FY22	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.15%	0.12%	Focused on Environmental performance improvement with respect to Wastewater Treatment, Water and Energy conservation initiatives

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

Yes. Sustainable Procurement policy is in place

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

Critical Suppliers of the company are evaluated basis the vendor qualification criteria outlined in the vendor qualification procedure. 100% of the critical inputs are sourced from suppliers following sustainable practices.

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

- (a) Plastics (including packaging)
- (b) E-waste
- (c) Hazardous waste and
- (d) other waste.

The company has Waste Management Systems in place at all manufacturing facilities for effective waste management.

- (a) Plastic waste generated from packing material of Expired material/Market returns are sent to authorized recyclers for disposal
- (b) 100% of e-waste generated is sold to authorized vendors.
- (c) Reusable portion of Hazardous waste is sent to authorised Cement Industries for use as alternate fuel. Non-reusable portion of Hazardous waste is sent to authorised Treatment, Storage and Disposal Facility (TSDF) for Secured Landfills (SLFs).
- (d) Other non-hazardous waste such as
 - i. Glass, MS scrap are sent to recyclers
 - ii. Boiler Ash is sent to brick manufacturers
 - iii. Batteries are sent to recyclers under buy-back programmes for batteries
 - iv. Biomedical Waste are sent to authorised waste management facility

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.

EPR applicability to Aurobindo came during FY2022-23 only, and Aurobindo is in the process of complying with Plastic Waste management rules including EPR.

Aurobindo, including wholly owned subsidiaries is registered in EPR portal, and will be complying with applicable rules under EPR framework.

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Section	Principle	Indicator Type
Section C	Principle 2	Leadership Indicators

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

The company did not undertake any product life cycle assessment during the year. However, it endeavours to conduct the study for selected products in future.

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Section	Principle	Indicator Type
Section C	Principle 3	Essential Indicators

1A. Details of measures for well-being of employees

Category	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	21,099	20,897	99.04%	21,019	99.62%	-	0%	208	0.99%	486	2.30%
Female	2,354	2,271	96.47%	2,322	98.64%	2,322	98.64%	-	0.00%	1,951	82.88%
Total	23,453	23,168	98.78%	23,341	99.52%	2,322	9.90%	208	0.89%	2,437	10.39%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Note: Variance is on account of coverage of employees under ESI Act for insurance benefits

1B. Details of measures for the well-being of workers

Category	Total	% of workers covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Employees											
Male	8,347	8,068	96.66%	8,347	100%	-	0%	-	-	221	2.65%
Female	1,613	1,577	97.77%	1,613	100%	1,613	100%	-	-	15	0.93%
Total	9,960	9,645	96.84%	9,960	100%	1,613	100%	-	-	236	2.37%

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

Benefits	FY 2023			FY 2022		
	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	88%	100%	Y	88%	100%	Y
Gratuity	88%	0%	NA	88%	0%	NA
ESI	10%	100%	Y	10%	100%	Y
Others - Social Security Contributions as per laws of the respective countries	12%	0%	Y	12%	0%	Y

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, company's premises has sufficient infrastructure for differently abled persons.

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, Clauses on equal opportunity are part of handbook of Aurobindo's Corporate Values provided to the employees at the time of formal joining of the company

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	-	-	-	-
Female	71%	90%	-	-
Total	71%	90%	-	-

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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.

Category	Yes/No/NA
Permanent Workers	NA
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes. Vigil Mechanism/Whistle Blower Policy of the company has adequate grievance redressal mechanism in place to report significant deviations from key management policies and report any non-compliance and wrong practices, e.g., unethical behaviour, fraud, violation of law, inappropriate behaviour /conduct etc. Complainant shall address 'Protected disclosure under Whistle Blower Policy' to Vigilance and Ethics Officer or to the Audit Committee/CEO/Chairman in exceptional cases.

Apart from above, POSH committee, works committee, welfare and canteen committee are in place to address the grievances of workers and employees.

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

Category	FY 2023			FY 2022		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
Total Permanent Employees						
- Male	21,099	42	0.20%	20,198	42	0.21%
- Female	2,354	44	1.87%	2,149	44	2.05%
Total Permanent Workers						
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023						FY 2022					
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation			
		No.	%	No.	%		No.	%	No.	%		
Employees												
Male	21,099	21,099	100%	21,099	100%	20,198	20,198	100%	20,198	100%		
Female	2,354	2,354	100%	2,354	100%	2,149	2,149	100%	2,149	100%		
Total	23,453	23,453	100%	23,453	100%	22,346	22,346	100%	22,346	100%		
Workers												
Male	8,347	8,347	100%	-	-	-	-	-	-	-		
Female	1,613	1,613	100%	-	-	-	-	-	-	-		
Total	9,960	9,960	100%	-	-	9,886	9,886	100%	-	-		

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

Category	FY 2023			FY 2022		
	Total	No.	%	Total	No.	%
Employees						
Male	21,099	21,099	100%	20,198	20,198	100%
Female	2,354	2,354	100%	2,149	2,149	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

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?	<p>Yes. The company has implemented an Occupational health and safety management system. The coverage is 100% of our facilities, and it covers both regular employees and contractors.</p> <p>Health, safety, and well-being of employees and associates are a crucial material topic for the company. The company is committed towards instilling a healthy lifestyle, a safe working environment, and a healthy work-life balance. EHS framework and management practices assure compliance while prioritising product and process safety and safeguarding all employees. Each manufacturing facility has departmental and Apex safety committee. Every month Management review meetings are conducted which comprises top management from Corporate and representatives from all sites including site heads to examine safety performance and streamline operational procedures critical to safety requirements.</p> <p>Health and safety training is provided to both permanent and contractual workers, ensuring that our team understands the significance of safe procedures and guidelines. Risk identification and assessments are undertaken as part of the process before scaling up. Before commencing any chemical process in the manufacturing area, a hazard and operability study (HAZOP) is conducted. For all new projects, existing production units, and distribution centres among others, the Company observes and monitors the safety laws and procedures.</p>
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The company has developed a corporate guidance document which provides the course on how to identify, evaluate occupational Health and Safety risks, and reduce them to an acceptable level by strengthening existing controls and/ or incorporating additional controls for all the activities within the facilities of the organization. The Company undertakes periodic internal audits to ensure the compliance of Occupational Health and Safety management system within the manufacturing operation. The EHS trainings, audits and inspections are carried out as per the corporate guidelines. Further, it enables the identification of work-related hazards through design checklists, Hazard and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA), Activity based Risk Assessment.</p> <p>The guidelines clearly outline the role and responsibilities of individuals directly involved in identifying and mitigating Health & Safety risks on routine and non-routine basis.</p>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes. The Company has well-established Standard Operating Procedures (SOP) for employees and workers to identify and report on work-related hazards and the subsequent steps to mitigate them. In addition, the Company trains all its employees and workers with occupational health and safety Standard operating procedures and work instructions. The training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with it and take subsequent steps to mitigate them. During the safety and emergency evacuation drills, employees are trained in dealing with emergency equipment such as fire hydrant, firefighting system, leak and spill control procedures, safety alarms among others.</p> <p>In addition, the proficiency of employees is periodically tested in dealing with the emergency situations. The practical trainings and online safety modules equip the employees with right procedure of reporting work-related hazards and the steps to remove themselves from such situations</p>
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	<p>Yes. The company provides non-occupational medical and healthcare services to its employees and workers.</p> <p>Further, the Company ensures the provision of medical insurance to all its employees and workers. With the endeavour to promote physical and mental wellbeing for all the employees and workers, the Company designs comprehensive health programs which promote healthy lifestyle practices.</p>

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.02	0.06
	Workers		
Total recordable work-related injuries	Employees	2	6
	Workers		
No. of fatalities	Employees	0	1
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

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

The company is committed towards instilling a healthy lifestyle, a safe working environment, and a healthy work-life balance. The EHS policy advocates the provision of safe working environment to all the employees, contractors, sub-contractors, visitors, and the neighbouring communities. EHS framework and management practices assure compliance while prioritising product and process safety and safeguarding all employees. Each manufacturing facility has departmental and Apex safety committee. Every month Management review meetings are conducted which comprises top management from Corporate and representatives from all sites including site heads to examine safety performance and streamline operational procedures critical to safety requirements. The Company undertakes periodic internal audits to assess the safety practices and procedures in alignment with the EHS management system and corporate EHS guidelines. As part of the auditing procedure and regular inspections, site visits, the Company recognises the critical areas requiring immediate corrective action.

The safety incidents and hazards are analysed to determine the root cause, subsequently corrective action plans are laid out to prevent the occurrence of similar incidents in the future. Further, as part of the EHS management system, the Company provides safety trainings through modules and safety drill practices to all its employees and workers. The safety training programs enable the development of strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety. The Company endeavours to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits.

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

Particulars	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the manufacturing and R&D locations are audited internally by the entity. The audits are conducted by internal experts to ensure the compliance of safety regulations and identification of major improvement areas. Apart from internal audits, periodic assessments are also done by customers, third parties and statutory authorities.
Working Conditions	100% (All the sites are assessed on their working conditions by the internal audits)

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 general, post analysis of root cause of the incident, corrective and preventive actions are taken to avoid the occurrence of such incidents in the future.

Section	Principle	Indicator Type
Section C	Principle 3	Leadership Indicators

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

Yes

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

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance applicable regulations. The Company has

adequate systems in place to ensures payment of wages as per statute and statutory dues like PF, ESIC, etc. pertaining to contract workmen deployed through contractor.

The Company through its policy on business ethics and values, expects its value chain partners to conduct business in an ethical and honest manner, act professionally unbiased with integrity in all business dealings and ensure compliance to applicable laws and regulations

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

Particulars	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	FY 2022	FY 2023	FY 2022
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)

No

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Assessment of 100% of critical suppliers is made as a part of vendor qualification procedure and periodic
Working Conditions	vendor audits as per respective SOPs and Supplier Code of Conduct

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

No significant risks/concerns arising from assessment of health and safety practices and working conditions of value chain partners

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

Section	Principle	Indicator Type
Section C	Principle 4	Essential Indicators

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

Identifying key stakeholder groups are crucial for effective stakeholder management. Key stakeholders identified in consultation with the management are investor/shareholder, customers, suppliers, third party manufacturers, employees, communities, and NGOs.

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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, Others)	Frequency of engagement (Annually/ Half yearly/Quarterly/ others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ shareholder	No	<ul style="list-style-type: none"> i. Website ii. Quarterly results and Annual reports iii. Press Release and Intimation to stock exchanges iv. Investor meetings/ conference 	<ul style="list-style-type: none"> Quarterly result/ conference call – Quarterly Annual report – Annual Press release/ investor meetings – Need based 	<p>Investors/ Shareholders who form part of larger stakeholder group influence key decisions of the Company. Key topics for engagement with Investor/shareholders</p> <ul style="list-style-type: none"> • Business Performance • Responsible business conduct • Corporate governance • Compliance with applicable laws and regulations • Strategic decisions in line with the vision and mission of the company
Customers	No	<ul style="list-style-type: none"> • In-person meetings including site visits • E-mail • Telephonic conversations • Business Conference 	Need based (Ongoing)	<p>Key interest areas of customer include:</p> <ul style="list-style-type: none"> • Product quality • Product pricing • On time delivery • Logistics facility • Credit availability
Supplier/Vendor/ Third party manufacturer	No	<ul style="list-style-type: none"> • In-person meetings including site visits • Vendor audits • E-mail • Telephonic conversations • Business Conference 	Need based (Ongoing)	<p>Key interest areas of supplier include:</p> <ul style="list-style-type: none"> • Product quality & compliance • Timely payments • Responsible Supply Chain
Government and Regulators	No	<ul style="list-style-type: none"> • In-person meetings • Facility audit • E-mail • Industry forums 	Need based (Ongoing)	<p>Key areas of interest for the regulators are:</p> <ul style="list-style-type: none"> • Policy and Regulatory Affairs • Product filing and approvals • Compliance with laws and regulations
Employees	No	<ul style="list-style-type: none"> • In person meetings • Company intranet • E-mail • Notice Board • Auro Pulse Newsletter 	Need based (Ongoing)	<p>Key areas of interest for employees are:</p> <ul style="list-style-type: none"> • Performance review • Employee welfare and wellbeing • Rewards, Benefits and Recognition • Skill based and behavioural learnings • Work-life balance • Fair salary compensation
Communities	Yes	<ul style="list-style-type: none"> • In-person meetings • E-mail • Community Meetings • Request letters • Project Progress report 	Need based (Ongoing)	Design, formulate, implement and monitor CSR project/activity scope based on need assessment
Implementing Partners/NGOs	No	<ul style="list-style-type: none"> • E-mail • Project Progress report 	Need based (Ongoing)	Design, formulate, implement and monitor CSR project/activity scope based on need assessment

Section	Principle	Indicator Type
Section C	Principle 4	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.

Respective functional heads engage with stakeholder groups on matters pertaining to economic, environmental and social topics. Any identified material issues post consultation with relevant stakeholders is brought to the notice of Board for appropriate further course of action

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 identification and management of material issues relevant to the environment, social, economic and governance topics is done in consultation with the stakeholders. Identified material issues along financial and non-financial impact and further approach form part of materiality assessment in the Sustainability Report.

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

We engage with the communities and take institutional approaches, conduct consultations and focused group discussions and encourage their participation in need and impact assessment studies. Overall, we make the communities and beneficiaries as partners in progress. An illustration that can be quoted here is the establishment of several rural drinking water systems through Aurobindo Pharma Foundation. Through key representatives of the communities, their felt need for the establishment of a safe drinking water source in the vicinity of their village was identified and assessed. Then, project progress was tracked through consultations with those key representatives, gram panchayat and village water committees to ensure core expectations of relevant stakeholders were met.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Section	Principle	Indicator Type
Section C	Principle 5	Essential Indicators

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

Category	FY 2023			FY 2022		
	Total	No. of employees/ workers covered	%	Total	No. of employees/ workers covered	%
Employees						
Permanent	23,381	23,381	100%	22,346	22,346	100%
Other than permanent	2	2	100%	-	-	100%
Total Employees	23,383	23,383	100%	22,346	22,346	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	9,960	9,960	100%	9,886	9,886	100%
Total Workers	9,960	9,960	100%	9,886	9,886	100%

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2. Details of minimum wages paid to employees and workers

Category	FY 2023					FY 2022				
	Total	Equal to Minimum wage No.	%	More than minimum wage No.	%	Total	Equal to Minimum wage No.	%	More than minimum wage No.	%
Employees										
Permanent										
Male	21,028	-	-	21,028	100%	20,198	-	-	20,198	100%
Female	2,353	-	-	2,353	100%	2,149	-	-	2,149	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	8,230	5,041	61%	3,189	39%	8,197	4,893	60%	3,311	40%
Female	1,655	1,471	89%	184	11%	1,486	1,299	87%	185	12%

3. Details of remuneration/salary/wages

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)	3	35.23 Mn	-	-
Key Managerial Personnel	2	21.51 Mn	-	-
Employees other than BOD and KMP	20,716	1.24 Mn	2,094	4.03 Mn
Workers	8,347	0.26 Mn	1,613	0.26 Mn

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

Yes. Employee Grievance Redressal Committee is constituted to address the grievances of employees apart from the on-line platform i.e. People Care Link. Similarly, the Contract Workmen are also encouraged to express/share their views / ideas / concerns freely at workplace/meetings.

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

Yes. Every employee has a right to report grievances, non-compliance or concern through 'People Care Link' in HRMS and through other means like dedicated hotline connect number and dedicated mailbox

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

Particulars	FY 2023			FY 2022		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The company has Vigil Mechanism/Whistle Blower Policy and Policy on Sexual Harassment of Women at Workplace in place.

To protect identity of the complainant, the Vigilance and Ethics Officer will not issue any acknowledgement to the complainants, and they are further advised not to write their name / address on the envelope and not to enter into any further correspondence with the Vigilance and Ethics Officer. All records and reports associated with protected disclosures are considered confidential information and access is restricted to the Whistle blower and Vigilance Officer.

The complainant or witnesses involved in the case will not be victimized or discriminated against dealing with complaints of sexual harassment. The Internal Complaints Committee (ICC) or Regional-ICC either collectively or individually will keep the complaint confidential and discreet including the names of the people involved till the case is concluded considering the serious ramifications on both the parties involved in such cases.

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

Yes, basis the nature of contract, human rights requirements form part of business agreements and contracts on need basis.

9. Assessment for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100% of manufacturing and R&D facilities of the group are assessed
Discrimination at workplace	by entity or statutory authorities or third-party audits
Wages	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks / concerns arising from the assessments at question 9 above.

Section	Principle	Indicator Type
Section C	Principle 5	Leadership Indicators

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

Not Applicable

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

As per the Human Rights policy, compliance to human rights is regularly monitored and reviewed by the corporate HR with top management on an annual basis

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

4. Details on assessment of value chain partners

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	100% of critical suppliers are assessed on these parameters as a part of vendor qualification and vendor audit procedures
Child Labour	
Forced Labour/Involuntary Labour	
Wages	-

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

Not Applicable as no major significant risks/concerns identified

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

Section	Principle	Indicator Type
Section C	Principle 6	Essential Indicators

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

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	21,50,041	21,63,607
Total fuel consumption (B)	47,17,082	39,78,570
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	68,67,123	61,42,177
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00002763	0.00002619

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

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

Not Applicable

3. Provide details of the following disclosures related to water

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	20,14,000	18,24,000
(iii) Third party water	16,66,000	15,12,000
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36,81,000	33,36,000
Total volume of water consumption (in kilolitres)	36,81,000	33,36,000
Water intensity per rupee of turnover (Water consumed / turnover)	0.000015	0.000014

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

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

Yes. Our fully operational Effluent Treatment Plants (ETPs) deploy innovative technologies to collect, store, treat, and manage wastewater across all our units, and we have achieved Zero Liquid Discharge status at five units namely - Aurobindo U-I, V, VIII, IX and Eugia-II units. We use treated wastewater for utility consumption.

5. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Units	FY 2023	FY 2022
NOx	Metric Tonnes	611	545
Sox	Metric Tonnes	1,180	1,031
Particulate matter (PM)	Metric Tonnes	301	297
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

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

Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Units	FY 2023	FY 2022
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	4,47,207	3,61,621
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	4,94,264	4,97,263
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/INR	0.00000379	0.00000366
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Yes. As part of our GHG emission reduction, we have implemented multiple projects for reducing greenhouse gas emissions from our operations. Those include

- Generation and use of renewable energy (Solar) - we have generated and consumed about 43,000 MWh of solar energy in FY23 and in total about 2,46,098 MWh renewable power since FY 2018 from our 30MW Solar power plant
- Sourcing of renewable energy from our associates (Solar)- We have purchased and consumed about 37,307 MWh of Solar power in FY23
- Shifting to Biomass or Briquette fuel in place of coal at some of our units
- Use of Piped Natural Gas.
- Apart from the above we also take-up various Energy conservation initiatives every year at manufacturing units for reducing energy consumption and intern GHG emissions reduction.

This has resulted in emission reduction about 2,28,496 tCO₂e.

7. Provide details related to waste management by the entity

Parameter	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	783	740
E-waste (B)	2	6
Bio-medical waste (C)	265	220
Construction and demolition waste (D)	*	*
Battery waste (E)	**	**
Radioactive waste (F)	-	-
Other Hazardous waste (G)		
(i) Other Hazardous Waste	22,164	18,445
(ii) Used Oil	15	24
Other Non-hazardous waste generated (H)		
Fly Ash	26,495	24,108
Total (A+B + C + D + E + F + G+ H)	49,724	43,543

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Business Responsibility & Sustainability Report Contd.

Parameter	FY 2023	FY 2022
Category of waste		
(i) Recycled		
Plastic Waste [#]	783	740
Fly Ash ^{**}	26,495	24,108
E-Waste [#]	2	6
Battery Waste ^{***}	**	**
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	27,280	24,854
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	543	534
(ii) Landfilling	8,457	8,818
(iii) Other disposal operations (MT of Hazardous Waste disposed to Cement units for use as alternative fuel)	13,164	9,295
Total	22,164	18,647

*Information pertaining to demolition and construction waste is not available with the company

**Count of battery waste generated is 2,609 Nos. for FY 2023 and 2,785 Nos. for FY 2022. Since the battery waste details are not available in MT, the same is not considered for total calculation

[#]Disposed for recycling to authorised recyclers

^{**}Disposed to brick manufacturers for recycling

^{***}Disposed under buyback for recycling

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

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

The Company integrates a waste management plan with a comprehensive approach towards waste minimization, segregation and safe disposal as part of hazardous waste disposal mechanism, the Company has implemented initiatives of diverting larger quantity of hazardous waste towards co-processing and recycling over other disposal mechanisms that is incineration and landfilling. We have waste management systems in place at all our facilities. Plastic waste is either co-processed or recycled based upon the type of waste generated. E-waste is sold to authorized vendors. More than 62% of our hazardous waste is sent to cement industries and recyclers for co-processing and recycling. Other non-hazardous waste such as glass, MS scrap, wood waste, boiler ash etc. is sent to recyclers.

9. 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

None of the company operations/offices are located in ecologically sensitive areas

10. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

No environmental impact assessments were made during FY23

11. 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

Not Applicable as the company follow all applicable environmental laws, regulations and guidelines

Section	Principle	Indicator Type
Section C	Principle 6	Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources

From renewable sources		
Total electricity consumption (A)	2,88,995	1,55,545
Total fuel consumption (B)	1,31,177	1,55,631
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4,20,172	3,11,176
From non-renewable sources		
Total electricity consumption (D)	18,61,046	20,08,062
Total fuel consumption (E)	45,85,905	38,22,939
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	64,46,951	58,31,001

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

2. Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With Primary and secondary treatment	2,06,945	2,04,534
(iv) Sent to third parties		
- No treatment	-	-
- With Primary treatment	6,64,331	6,29,690
(v) Others		
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	8,71,276	8,44,224

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

Business Responsibility & Sustainability Report Contd.

3. 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 – Bhiwadi, Rajasthan
- (ii) Nature of operations – Manufacturing of injectables
- (iii) Water withdrawal, consumption and discharge

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	63,042	65,992
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	63,042	65,992
Total volume of water consumption (in kilolitres)	63,042	65,992
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000025	0.00000028
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment	-	-
(v) Others*		
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	-	-

* Since facility is a zero liquid discharge facility, treated water is reused for utility purpose

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

4. Details of total Scope 3 emissions & its intensity

Scope 3 emissions information for FY23 is not available with the company. The company is in the process of initiating collection of scope 3 emissions information from value chain partners.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Not Applicable

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. 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, provide details of the same as well as outcome of such initiatives

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)
1	Improving steam fuel ratio	Reduction in consumption of coal by 1467.1 MT through increased steam condensate recovery and installation of oxygen analysers
2	Optimising Power consumption	Savings of 71.867 Lac KWH through Installation of energy efficient chillers and replacement of old pumps

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

Yes, the company has a business continuity and on-site emergency plan for all its locations. This business continuity plan enables the Company to adapt in situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. Company continuously enhances its existing plan by incorporating interferences and observations from disruptions faced in the unprecedented situations such as the pandemic. Further, the company's risk management plan enables the minimization of disaster-linked losses, by assessing the potential for major disruption with its consequent risks to the business, and by providing the appropriate mitigation action plans.

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

Scope-3 emissions information is not available with the entity.

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

100% of the critical suppliers are assessed on environmental impacts as a part of vendor qualification and vendor audit procedures.

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

Section	Principle	Indicator Type
Section C	Principle 7	Essential Indicators

1. A. Number of affiliations with trade and industry chambers/ associations. – 44
- 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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Federation of Indian Micro and Small and Medium Enterprises (FIMSE)	National
2	Confederation of Indian Industry	National
3	Indian Chamber of Commerce & Industry	National
4	Pharmaceuticals Export Promotion Council of India	4,120
5	Telangana Chambers of Commerce and Industry	3,400
6	The Federation TG and AP Chambers of Commerce & Industry (FAPCCI)	3,000
7	The Federation of Telangana Chambers of Commerce and Industry	3,000
8	Indo American Chamber of Commerce	1,500
9	Andhra Chamber of Commerce	1,350
10	Indian Drug Manufacturers Association	1,000

1. 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

No adverse orders were received from regulatory authorities

Business Responsibility & Sustainability Report Contd.

Section	Principle	Indicator Type
Section C	Principle 7	Leadership Indicators

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

The company through trade and industry associations makes representation to the government/regulators on various aspects considering public interest at large.

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Section	Principle	Indicator Type
Section C	Principle 8	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	Whether conducted by independent external agency(Yes/No)	Results in public domain (Yes/No)	Relevant Web link
1. Report on the impact of the Infrastructure development in 20 schools and 2 colleges in Pileru and K.V. Palli mandals of Chittoor district, Andhra Pradesh state	G.S.R. 40(E) of Ministry of Corporate Affairs - 22 nd Jan, 2021	Yes; Assessment conducted and reported by Participatory Rural Development Initiatives Society (PRDIS)	Yes	Link: https://www.aurobindo.com/sustainability/impact-assessment-reports-csr-projects
2. Report on the impact of Establishment of Sundarayya skill development centre, Vaddeswaram village, Tadepalli mandal, Guntur District, Andhra Pradesh state.	G.S.R. 40(E) of Ministry of Corporate Affairs - 22 nd Jan, 2021	Yes; Assessment conducted and reported by Participatory Rural Development Initiatives Society (PRDIS)	Yes	Link: https://www.aurobindo.com/sustainability/impact-assessment-reports-csr-projects
3. Report on the impact of Establishment of Jwala Gutta Academy of Excellence, Hyderabad to equip with gym and other related infrastructure (Co-Sponsor), Telangana state.	G.S.R. 40(E) of Ministry of Corporate Affairs - 22 nd Jan, 2021	Yes; Assessment conducted and reported by Poverty Learning Foundation (PLF)	Yes	Link: https://www.aurobindo.com/sustainability/impact-assessment-reports-csr-projects

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

Not Applicable

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

All the requests/applications from Villagers/Gram Sabha's / Panchayat / Ward Members/NGOs/ Trusts/ Societies/Beneficiaries etc. shall be scrutinized and screened by CSR Cell and then their need assessment would be done. The need assessment/ baseline survey shall be carried out through in-house expertise and resources. However, in case of specialized CSR projects/ activities for which in-house capacity is not available, the baseline survey/need assessment shall be carried out by specialized agencies. In any case, the Company shall maintain the documentary evidence of having got the need assessment study done through its own expertise and resources, or through some specialized agencies, or having accessed reliable data in this regard from recognized authoritative secondary sources.

The implementation and monitoring of the CSR activities shall be overseen by the CSR Committee of the Board. The day-to-day implementation shall be under the overall supervision of a senior level executive, one rank below the Board Level, who shall act as the Nodal Officer. A CSR team of officials/employees within the organization who shall execute the CSR activities. The Nodal Officer along with a team of officials/employees shall coordinate & implement the CSR activities. For effective delivery of CSR operations and to have a focused approach, Aurobindo Pharma Foundation has been formed as a trust and Section 8 company under relevant legal framework. The team of CSR will work in close coordination under foundation and perform different activities. The CSR Committee and the Nodal Officer's team of officers/ employees together will constitute the two-tier organizational structure to steer the CSR agenda of the company. If required, the consultation/help of State Government/District administration may be taken wherever necessary.

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

Particulars	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	8.4%	7.8%
Sourced directly from within the district and neighbouring districts	22%	19%

Section	Principle	Indicator Type
Section C	Principle 8	Leadership Indicators

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

There are no negative impacts as per the assessment made

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	Andhra Pradesh	Vizianagaram*	6.5 Mn
2	Odisha	Koraput	3.0 Mn

* Vizianagaram is not an aspirational district at present, but it was aspirational when the project was initiated.

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

No. The company doesn't have a preferential procurement policy to purchase from suppliers comprising marginalized/ vulnerable groups. Selection of supplier is driven by vendor qualification process for critical material procurement.

B. From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.

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

Not Applicable

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6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education based projects (Construction, renovation of schools, colleges, infrastructure support, supporting NGOs for promoting education, education of children with disabilities, sponsorship of education of underprivileged students)	1,03,423	100%
2	Health & Sanitation based projects (Construction of hospitals, conducting health camps, providing medical equipment, supporting TB patients through Ni-kshay Mitra scheme of Gol, financially supporting underprivileged patients for their treatment, solid waste management project for promoting sanitation in villages)	145,822	100%
3	Nutrition based projects (Distribution of food through centralised kitchens, establishment of kitchen gardens, distribution of food to underprivileged people through supporting local NGOs in villages) Note: Though number of free meals provided from 4 Hare Krishna kitchens is 1.70 crores, during FY23, actual beneficiaries number (only students) has been considered due to non-availability of all beneficiary details and to omit repetitions	53,619	100%
4	Safe Drinking Water, Rural Development & Public Safety based projects (Establishing community RO Water plants in villages, laying of CC roads for connectivity, installation of CC Cameras, solar streetlights in villages and solar panels in Sachivalayams, construction of police station, supporting Industrial Fire Safety Association to promote public safety)	421,489	100%
5	Agriculture & Environmental Sustainability based projects (Supporting and hand-holding Farmer Producer Organizations, construction of Farmers Training Centre and Custom Hiring Centre, providing training in sustainable agricultural practices, establishing of a park under Palle Prakruthi Vanam - social forestry scheme of the Govt. of Telangana, supporting the establishment of a plastic waste recycling plant)	11,434	100%
6	Old-Age Homes based projects (Supporting operational expenses of old age home)	35	100%
7	Rural Sports based projects (Supporting rural athletes and supporting District Games Federation in Srikakulam district, Andhra Pradesh)	1,403	100%
8	Animal Welfare based projects (Supporting Goshalas for providing feed, fodder, and maintenance to the cattle)	930	100%

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

Section	Principle	Indicator Type
Section C	Principle 9	Essential Indicators

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

All the queries and product-related safety complaints are addressed on a priority basis. All spontaneous adverse events (marketed products) are collected via phone, email, fax, postal and Aurobindo official website. All adverse events (investigational products) are collected as per the Clinical Trial Protocol or Safety Management Plan. For this purpose, various channels of communication are available to collect safety information round the clock. All employees of the company participating in the pharmacovigilance activities are trained, know their responsibility and are capable to perform their duties. We comply with international regulations governing the reporting, analysis and communication of side effects. We have a governance framework and policies in place to help us detect and act on any side-effects and other human safety information that may be associated with our products. We are using Argus Safety database to support identification and evaluation of safety information, for example, the identification of new side effects or a change in the nature, frequency, or severity of known side effects.

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

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

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

Particulars	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	5	Reasons for recall of products are due to quality specifications
Forced recalls	-	-

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

Policy on cyber security is available to address risks related to information security and data privacy.

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.

Root cause identification and Investigation is performed, and corrective and preventive actions are initiated to prevent re-occurrence of product recalls

Business Responsibility & Sustainability Report Contd.

Section	Principle	Indicator Type
Section C	Principle 9	Leadership Indicators

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

Link: <https://www.aurobindo.com/about-us/business-units/formulations>

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

Educational materials explain the role and responsibilities of Health Care Professionals in identifying and evaluating side effects and other human safety information, and subsequently preparing and submitting reports of high quality.

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

The benefit/risk profile of an Aurobindo product is assessed throughout its lifecycle using a benefit/risk framework and appropriate analyses. When information is found that changes the benefit/risk balance in a negative direction, action is taken to characterise, communicate and minimise the risk. Proposed actions are discussed with regulatory authorities and can include modifying the prescribing information (which includes the patient information leaflet), sending communications to Health Care Professionals (HCPs) and sometimes carrying out further Post Authorization Safety Studies and/or other risk management measures. In certain cases, it may be appropriate to withdraw the medicine from the market.

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

No

5. Provide the following information relating to data breaches:

- A. Number of instances of data breaches along-with impact – Nil
- B. Percentage of data breaches involving personally identifiable information of customers – Not Applicable