

Date: 18th August, 2023

To,
The Manager,
BSE Limited
P. J. Towers, Dalal Street,
Fort, Mumbai – 400 001
BSE Scrip Code: 533573

To,
The Manager,
National Stock Exchange of India Ltd.
'Exchange Plaza', Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051
NSE Symbol: APLLTD

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2023

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2023.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,

For Alembic Pharmaceuticals Limited

Manisha Saraf
Company Secretary

Encl.: A/a.

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE: ALEMBIC ROAD, VADODARA - 390 003. • TEL: (0265) 2280550, 2280880 • FAX: (0265) 2281229
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in • CIN : L24230GJ2010PLC061123



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ2010PLC061123
2.	Name of the Listed Entity	Alembic Pharmaceuticals Limited (APL)
3.	Year of incorporation	2010
4.	Registered office address	Alembic Road, Vadodara – 390003, Gujarat, India
5.	Corporate address	Alembic Road, Vadodara – 390003, Gujarat, India
6.	E-mail	apl.investors@alembic.co.in
7.	Telephone	+91-265-663 7000
8.	Website	www.alembicpharmaceuticals.com
9.	Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹39.31 Crore

Contact Person

12.	Name of the Person	Mr. Sushil Kharkwal, Head EHS
	Telephone	+91 267 666 4186
	Email address	sushil.kharkwal@alembic.co.in

Reporting Boundary

13.	Reporting Boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone-Basis Reporting
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II. Product/Services

14. Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing of Pharmaceuticals	Manufacturing and trading of Active Pharmaceutical Intermediates and Finished Dosage Formulations	100%

15. Products/Services sold by the entity

S. No.	Product/Service	NIC Code (last 3 digits)	% of Total Turnover contributed
1	Manufacturing and trading of Active Pharmaceutical Intermediates and Finished Dosage Formulations	210	100%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
	National	11*	2	13
	International	0	3	3

*9 Manufacturing Plants, and 2 R & D Centres

17. Market served by the entity	Locations	Numbers
a. No. of Locations	National (No. of States)	33 [#]
	International (No. of Countries)	77 (worldwide)
b. What is the contribution of exports as a percentage of the total turnover of the entity?		55%
c. A brief on types of customers	Alembic's products are broadly classified into Active Pharmaceuticals Ingredients (APIs), Formulations, and International Generics, serving a large international and national customer base across various geographies. Customers include: <ul style="list-style-type: none"> • APIs: Pharmaceutical Companies engaged in formulation business • Formulations: Patients, healthcare facilities • International Generics: Patients, healthcare facilities 	

[#]Includes Union territories

IV. Employees

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently-abled)						
Employees						
1	Permanent Employees (A)	13,875	13,212	95.22	663	4.78
2	Other than Permanent Employees (B)	0	0	NA	0	NA
3	Total Employees (A+B)	13,875	13,212	95.22	663	4.78
Workers						
4	Permanent (C)	718	717	99.86	1	0.13
5	Other than Permanent (D)	2,047	2,006	97.99	41	2.01
6	Total Workers (C+D)	2,765	2,723	98.48	42	1.52
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (E)	12	10	83.33	2	16.66
2	Other than Permanent Employees (F)	0	0	NA	0	NA
3	Total Differently abled Employees (E+F)	12	10	83.33	2	16.66



S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Workers						
4	Permanent (G)	1	1	100	0	0
5	Other than Permanent (H)	0	0	NA	0	NA
6	Total Differently abled Employees (G+H)	1	1	100	0	0

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	9	1	11.11%
2	Key Management Personnel (other than Executive Directors)	1	0	0%

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

Category	FY 2022-23 (Turnover rate in current FY, %)			FY 2021-22 (Turnover rate in current FY, %)			FY 2020-21 (Turnover rate in current FY, %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.91	28.46	26.97	27.26	23.49	27.07	17.13	10.68	16.80
Permanent Workers	4.38	0.0	4.37	5.25	0	5.23	7.59	33.33	7.72

*Data for International Business Unit only. India Branded Business team consists of medical representatives and hence their turnover rate may not be an appropriate indicator.

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or 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.	Nirayu Limited	Holding	35.63	No
2.	Alembic Pharmaceutical Inc	Subsidiary	100	No
3.	Alembic Global Holding SA (AGH)	Subsidiary	100	No
4.	Alembic Pharmaceuticals Australia Pty Ltd	Subsidiary	100	No
5.	Alembic Pharmaceuticals Europe Ltd.	Subsidiary	100	No
6.	Alnova Pharmaceuticals SA	Subsidiary	100	No
7.	Alembic Pharmaceuticals Canada Ltd.	Subsidiary	100	No
8.	Alembic Pharmaceuticals Chile SPA	Subsidiary	100	No
9.	Alembic Pharmaceuticals S.A DE C.V	Subsidiary	100	No
10.	Genius LLC#	Subsidiary	100	No
11.	Alembic Labs LLC	Subsidiary	100	No
12.	Okner Realty LLC	Subsidiary	100	No

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/ Associate/or 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)
13.	Rhizen Pharmaceuticals AG	Associate	50	No
14.	Incozen Therapeutics Pvt. Ltd.	Associate	50	No
15.	Dahlia Therapeutics SA	Associate	50	No
16.	Rhizen Pharmaceuticals Inc.*	Associate	50	No
17.	Alembic Mami SPA	Joint venture	49	No
18.	SPH Sine Alembic (Shanghai) Pharmaceutical Technology Co. Ltd.	Joint venture	44	No

#The Company is based out in Ukraine and the formal legal process for liquidation is yet to be initiated.
*Liquidated in FY 2022-23.

VI. CSR Details

22	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable as per the section 135 of Companies Act, 2013 to the Company.
	Turnover (in ₹)	₹5,149 Crores
	Net worth (in ₹)	₹4,413.72 Crores

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)	If yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 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		0	0	NA	0	0	NA
Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
Shareholders	Yes	https://alembicpharmaceuticals.com/wp-content/uploads/2023/04/Principles-on-Business-Responsibility.pdf	23	0	NA	15	0	NA
Employees and workers	Yes		0	0	NA	0	0	NA
Customers	Yes		0	0	NA	0	0	NA
Value Chain Partners	Yes		0	0	NA	0	0	NA

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
1. Human Rights	Risk	Human Rights have a significant impression on the whole supply chain. It might negatively impact a company's reputation and public relations, in case of violation. Therefore, making this topic significant to company.	The Company has pivoted its focus to provide an enabling, supportive and safe environment for its employees and it also has a Policy on prevention of Sexual Harassment. They have robust redressal mechanism to address grievances related to human rights violation.	Negative implications are found due to cost incurred in systems and processes to ensure strict adherence with fundamental principles of Human Rights. Positive implication due to customer loyalty and acceptance.
2. Product Quality and Safety	Risk	Due to increased regulatory constraints on products' quality to ensure safety of consumers. It becomes highly critical to be complaint with them in order to ensure the consumer centricity as well.	The Company consciously works for its quality commitments on priority. They nurture an environment where everyone embraces culture of quality for a responsible work produce. Alembic has progressively invested in quality enhancements initiatives across plants to comply with international standards of product quality and safety. Also, the management has ensured compliance with all applicable regulations.	Positive impact is due to increased productivity and new product development.
3. R&D and Innovation	Opportunity	The current market scenario provides lot of opportunities to develop innovative solutions and serve customers. Being proactive in R&D, a company gains advantages in their operational efficiency, productivity and accuracy.	Alembic's R&D teams stay well-informed about newer product development tools and technologies to gain competitive market advantage. The Company has also invested significantly to augment R&D capabilities across several high-growth and high-value therapies.	

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
4. Digital Business model and digitization	Opportunity	With growing technological advancements and innovations, more avenues are available. The pharma industry has seen a sharp rise in rapid digitization. It is expected to change the future in terms of e-pharmacies, digital clinical trials, digital pills, artificial intelligence tools, precise medicine production.	Alembic is focused on making operations digital. For this, they have drawn the contours of a digital blueprint which will be implemented in a phased manner.	Positive implications are due to increased precision, efficiency, improved quality and enhanced productivity.
5. Pharmacovigilance	Risk	It is associated with hazards of pharmaceutical products. It is important for a company to monitor the effect of their drugs to identify their adverse reactions. It is important in order to ensure patient safety.	Portal for reporting side effects of products has been set up for keeping a record of Pharmacovigilance risk after drug administration. The Company has provided a customer care number on the site to contact in case of Adverse Drug Reaction (ADR). Also, Corrective Action Preventive Actions (CAPA) is implemented for each ADR based on the incident, change control, impact analysis etc. The Company ensure that all regulatory requirements are followed during the clinical trial process including obtaining informed consent from participants, ensuring patient safety, maintaining data integrity, and protecting participant privacy.	Negative implications are due to additional cost incurred in monitoring and tracking.
6. Clinical Trial Conduct	Risk	Clinical trials in the pharmaceutical industry play a vital role in advancing medical knowledge, developing new treatments, and ensuring patient safety. Stringent regulatory requirements needs to be followed during the process to ensure compliance with all governing bodies. Any unethical conduct may impact company's reputation negatively.	The Company ensure that all regulatory requirements are followed during the clinical trial process including obtaining informed consent from participants, ensuring patient safety, maintaining data integrity, and protecting participant privacy.	Negative implication due to additional cost incurred in the additional measure implemented in Clinical Trail process

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
7. Resilient Business Performance	Risk	Disruption of business operations can occur due to multiple risks including changing business landscape, regulatory requirements, natural or man-made disasters etc. It is imperative for a company to have robust business continuity and resilience mechanism to ensure uninterrupted Business performance.	We have a robust Risk management mechanism to effectively manage the emerging risk and develop mitigating strategies to manage them. Additionally, we have developed and adopted a Business Continuity Plan. It outlines specific emergency scenarios and a structured plan for response, rescue, and recovery. We have adopted this plan for our formulation unit and planning to develop and adopt such plans for our other facilities in future.	Negative implication due to expenditure on preparedness measures.
8. Human Resource Development	Opportunity	With drastic change in the latest technology and availability of highly skilled and knowledgeable workforce. It becomes imperative for the organizations to develop and retain right talent for effective and profitable operations.	Alembic is focused on development of talent within the organization and has a robust learning management system that provides necessary training modules to all the employees. The company prefers inhouse development talent for leadership roles through skill upgradation trainings.	Positive implication due to increased productivity of the workforce.
9. Sustainable Supply Chain	Risk	Sustainable supply chain is crucial for long-term business success, environmental stewardship, and social well-being. By integrating sustainability into supply chain strategies, companies gain numerous benefits, from cost savings and risk mitigation to enhanced brand value and competitive advantage. However, any ESG violation within the supply chain can lead to loss of business from reputed customers and can negatively company's reputation.	The Company has implemented 'sustainability assurance across value chain' procedures, wherein its critical suppliers are assessed on ESG parameters. Evaluation of its suppliers is done based on two methods, as mentioned below: <ul style="list-style-type: none"> • Audit Method: Under this method, the Company assesses its major suppliers on sustainability parameters by conducting an on-site audit and providing ratings to them, which is used during the procurement activities such as contract renewal • Checklist Method: The Company collects sustainability data from its suppliers through a checklist and collate it to rate them accordingly 	Negative cost implication due to additional measures being taken to ensure sustainability across supply chain.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
10. Community Engagement	Opportunity	Community engagement helps the company to build trust in the community and avoid any conflicts. It is important for a company to be coherent with community needs and support them holistically.	Alembic works with different communities based on needs expressed by them. Alembic Group has established, nurtured and promoted various Non-Profit Organizations focusing on three major areas – Education, Healthcare and Rural Development for the wellbeing of the rural population.	Positive implications are found due to better reputation and goodwill.
11. Business Ethics & Corporate Governance	Risk	The conduct of business within the organization and with external environment requires ethical and true to business standards practices.	The Company has policy relating to ethics, bribery and corruption covering all the aspects of business conducts. The business model is built on the foundation of patience and perseverance of the team which encourages and inspires employees and partners to strive for excellence in what they do, keeping ethics, transparency and good governance practices in mind.	No Significant financial impact
12. Availability and affordability of medicine	Risk	The pricing and availability of medicines is a complex process due to multiple considerate variables. The medicines should be made affordable for the customer while retaining the competitive edge in the market.	Alembic's is working consistently in improving health across the globe through its affordable and high-quality generic medicines. Alembic continues to strengthen its intellectual Capital with a focus on innovation, developing a portfolio of high-quality and affordable medicines.	Positive implications in longer run due to increased market share and development.
13. Biodiversity	Risk	For a company being established as responsible corporate citizen, it is important for that entity to work coherently with its respective biodiversity.	The Company focuses on nurturing its biodiversity through its endeavors to continuously reduce the impact of their operations on the surroundings.	Negative implication due to cost incurred for the protection of biodiversity.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
14. Waste Management	Risk	Due to their nature of industry, waste generation is unavoidable in operations. Irresponsible waste management including improper disposal, incineration of hazardous waste, poor management of biomedical waste, battery waste will lead to harmful effect on environment.	<p>The Company is taking several steps to ensure its responsible waste management:</p> <ul style="list-style-type: none"> The Company has developed a robust mechanism to divert high calorific waste to cement industry for co-processing. The Company has mechanism for recycling of product as well as waste. It has taken a special drive for collection of plastic waste in neighbouring village and use the same for recycled plastic material. The Company adopts sustainable practices by using 50% recycled cardboard boxes in packaging materials. 	Negative implication due to cost incurred in handling and safe disposal of waste.
15. Climate Change and GHG Emissions	Risk	Due to rapidly evolving stress on climate change and responsible operations, it is imperative to recognize the significance of GHG emissions and its impact towards climate change. The management of GHG emissions is a scattered and complex process, which can lead to critical risk.	<p>The Company has extensive plans to reduce its GHG emissions. This includes use of solar power internally, installation of windmill, purchasing renewable power for its operations, and increase in efficiency for its manufacturing sites.</p> <p>Identification of the risk and control measures regarding climate related risks and Global Climate issues are addressed through its corporate policies.</p>	Positive implication due to process improvement, energy efficiency, and improved stakeholder output.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
16. Employee Health and Safety	Risk	Employees and workers within the Company are exposed to hazardous chemicals and substances which may have health impacts.	<p>The Company has its EHS policy which gives a broad framework for various environmental related systems and processes being followed. There is a structure of EHS personnel in all sites to ensure that safety policies and programs are implemented. Additionally, the Company undertook the following initiatives to ensure that EHS risks are being effectively mitigated:</p> <ul style="list-style-type: none"> • Physical classroom training is provided to all employees on relevant EHS topics • Periodic Medical checkups are conducted for all employees and contractual workers. • A robust Risk assessment exercise is conducted to effectively mitigate the EHS Risks • Appropriate PPEs are provided to employees as per their job role. • Strict following of SOPs for Chemical handling. • Continuous efforts to identify unsafe act & conditions at workplace. 	Negative impact due to increased operational cost incurred on safety trainings and protective gears.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
17. Energy Management	Risk	The effective use of energy sources is mandatory to manage cost to company and reduce environmental burden. With evolving focus on climate, the use of conventional fuels including fossil fuels is going to diminish.	<p>Alembic has generously invested in renewable energy that includes:</p> <ol style="list-style-type: none"> Increasing its solar energy capacity by installing roof solar panels and the Company is in process of setting up a solar plant of 12 MW. Installation of windmills to increase the share of renewable energy. <p>The Company is working extensively in development of flow chemistry as well for its production process, which is likely to result in improvement of yield, energy consumption reduction.</p>	Negative impact due to increased cost of fuel and capex in energy efficiency appliances. However, positive financial impact is expected in long-run due to lower cost of energy.
18. Water Management	Risk	Excessive consumption and toxic discharge are implications of faulty water management which poses risks of regulatory restrictions, stakeholder activism, and operational shutdown. Continual supply is necessary to support multiple activities like heating, cooling, washing, distillation and other manufacturing activities throughout the production process.	<p>Alembic is working in multiple avenues for responsible water management:</p> <ul style="list-style-type: none"> The Company has converted all its API site to Zero Liquid Discharge (ZLD) and all its formulation units uses their treated effluents in gardening and as process inputs. In its efforts to restore ground water, the Company has made numerous charging wells and is adding more every year. The Company effectively uses its waste water by using domestic treated water in gardening and industrial treated water in boilers and chillers. <p>The Company has constructed artificial ponds at some sites for effective rainwater harvesting.</p>	Negative implication due to cost incurred in handling and safe disposal.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, all the Business Responsibility Policies (including amendments thereto) have been formulated by the management of the Company in consultation with the relevant stakeholders and are approved by the Board of Directors of the Company.								
c. Web Link of the Policies, if available	The link for the policies is as under: https://alembicpharmaceuticals.com/wp-content/uploads/2023/04/Policies-on-Business-Responsibility.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)	No								
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	USFDA, WHO GMP, TGA (Australia), Cofepris, EU GMP, Korean FDA, ANVISA, Danish Medicines Agency, PMDA, Health Canada.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	a. Net zero by 2040 b. Water neutrality by 2027 c. Plastic waste recycle 95% by 2026 d. Critical supplier assessment 50% by 2026								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	At Alembic Pharmaceuticals Limited, the Company believes in creating a sustainable ecosystem that generates shared value for all our stakeholders. With evolving times, the Company has pivoted its focus in transforming its business to operate in a more social and responsible manner. We are in the process to commence our sustainable journey this year by evaluating our operations to identify key areas that can be improved to enhance our performance on ESG parameters. The Company has set targets for reducing environment footprints of our products and operations and improve its performance in a continual manner.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Pranav Amin Designation: Managing Director DIN Number: 00245099 Email Id: apl.investors@alembic.co.in								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Mr. Pranav Amin and Mr. Shaunak Amin, Managing Directors of the Company are responsible for decision making on sustainability relates issues. Additionally, the Company has a Board-level committee on risk management which is also responsible to oversee all aspects of Sustainability and ESG.								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/Quarterly/Any other - please specify)																		
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Yes, the Board is the ultimate owner of the Business Responsibility Policy. Respective Board committees or authorised team members review functioning of the applicable policies and performance against set objectives during quarterly meetings.																			Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company has a robust compliance management system which tracks all applicable compliances under existing statutes and regulations. During the reporting period, no penalties or fines, were imposed on the Company for any non-compliance related matters. Audit Committee has been entrusted with the responsibility to oversee compliance with applicable regulations. The Company has software based compliance management system.																			Monthly

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No
	In addition to statutory audits & certification, a periodical internal assessment is a part of the Company's culture to oversee the implementation of principles laid down.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	01	Principles of Environmental, Social and Governance	88.88
Key Management Personnel	The Company has a integrated LMS system through which the training modules are delivered across the organization	The Company has a structured training programme in place for its employees comprising of induction program, classroom program, training through online management system (LMS), on-job training, and training through experts. Training topics include data integrity, safety, emergency preparedness, skill-upgradation, ethics, code of conduct, prevention of sexual harassment (POSH).	100
Employees other than BODs and KMPs			
Workers			

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

During FY 2022-23, there were no such reported cases on the Company.

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

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 an Anti-Corruption and Anti-Bribery Policy, which provides safeguards to prevent the Company in the event of any activity related to bribery, corruption, facilitation payments or kickbacks. The policy is not available in public-domain, however, it is circulated internally through the Company's intranet portal. Additionally, Anti-corruption aspects are also covered in our BRR policy which can be accessed.

<https://alembicpharmaceuticals.com/wp-content/uploads/2023/04/Policies-on-Business-Responsibility.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

During FY 2022-23, there were no such reported cases on the Company.

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:**

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	1.9%	0.3%	<ul style="list-style-type: none"> Improvement in medicine effectiveness Process Improvement for reduction in nitrosamine impurities.
Capital Expenditure (CAPEX)	8.8%	19.8%	<ul style="list-style-type: none"> Installation of Renewable power capacity through Solar Park & roof top solar plants Technology up gradation in environment facilities Recharge wells for recharging rainwater Other energy conservation and emission reduction initiatives.

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

Yes, the Company has implemented 'sustainability assurance across value chain' procedures, wherein its critical suppliers are assessed on ESG parameters. Evaluation of its suppliers is done based on two methods, as mentioned below:

- Audit Method:** Under this method, the Company assesses its major suppliers on sustainability parameters by conducting an on-site audit and providing ratings to them, which is used during the procurement activities such as contract renewal.
- Checklist Method:** The Company collects sustainability data from its suppliers through a checklist and collate it to rate them accordingly.

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

4.5% of Critical Suppliers*

*Critical suppliers include Key Supplier for API and Advance Intermediate.

- 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 Plastic management plan in place to collect plastic through a third-party agency from market of equivalent value that is introduced by the Company. Additionally, the Company brings back all date expired products and responsibly dispose them through incineration.

- 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:**

As per the statutory requirements, the Company is registered with CPCB for its EPR liabilities to collect and recycle/ decompose the plastic waste generated because of its products. The company has successfully fulfilled its liabilities for FY 2022-23.



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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	13,212	13,212	100	13,212	100	NA	NA	0	0	NA	NA
Female	663	663	100	663	100	663	100	NA	NA	663	100
Total	13,875	13,875	100	13,875	100	663	100	0	0	663	100
Other than Permanent Employees											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	717	717	100	717	100	NA	NA	0	0	NA	NA
Female	1	1	100	1	100	1	100	NA	NA	1	100
Total	718	718	100	718	100	1	100	0	0	1	100
Other than Permanent Workers											
Male	2,006	2,006	100	2,006	100	NA	NA	NA	NA	NA	NA
Female	41	41	100	41	100	41	100	NA	NA	41	100
Total	2,047	2,047	100	2,047	100	41	100	NA	NA	41	100

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

S. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI	100	100	Y	100	100	Y

*ESI is covered as per statutory limit

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 and offices of the Company are accessible to differently abled employees and workers, in accordance with the Rights of Persons with Disabilities Act, 2016. The Company ensures that the facilities are friendly to people with special needs and has provided ramps and requisite infrastructure for the differently abled.

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 an equal opportunity policy in place as a part of its BRSR policy which highlights on providing equal opportunities to every competent applicant in jobs/promotions, skill up gradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, and nationality.

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%	73.5%	NA	NA
Total	100%	73.5%	NA	NA

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	Details of the mechanism in brief
Permanent Workers	Yes	
Other than Permanent Workers	Yes	The Company ensures quick redressal of all the raised complaints and maintain confidentiality of the concerned individual/s within the whole process. A quarterly report is shared with the Chairman and / or Managing Director of the Company about the total complaints received along with the summary of findings and corrective actions taken by respective Committee handling issues related to HR, Admin etc.
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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)
Permanent Employees						
Male	13,212	0	0	12,489	0	0
Female	663	0	0	628	0	0
Others	0	0	0	0	0	0
Total	13,875	0	0	13,117	0	0
Permanent Workers						
Male	717	0	0	634	0	0
Female	1	0	0	1	0	0
Others	0	0	0	0	0	0
Total	718	0	0	635	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current FY)					FY 2021-22 (Previous FY)				
	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)
Permanent Employees										
Male	13,212	13,212	100	23	0.17	12,489	12,489	100	8	0.06
Female	663	663	100	1	0.15	628	628	100	0	NA
Total	13,875	13,875	100	24	0.17	13,117	13,117	100	8	0.06
Permanent Workers										
Male	717	717	100	0	NA	634	634	100	0	NA
Female	1	1	100	0	NA	1	1	100	0	NA
Total	718	718	100	0	NA	635	635	100	0	NA

* Only external trainings are considered in skill trainings. (point 8)

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	13,212	13,212	100	12,489	12,489	100
Female	663	663	100	628	628	100
Others	0	0	NA	0	0	NA
Total	13,875	13,875	100	13,117	13,117	100

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Permanent Workers						
Male	717	717	100	634	634	100
Female	1	1	100	1	1	100
Others	0	0	NA	0	0	NA
Total	718	718	100	634	634	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Company has a well-defined Occupational Health and Safety Management System.
a. What is the coverage of such system?	The system covers all these suppliers, contractors, employees, contract workers and others which are engaged with the Company. Therefore, the coverage of the system is 100% of the Company.
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 follows the guidelines of Process Hazard Analysis (PHA) for identifying and managing risks, it uses holistic procedure that includes methods like HAZOP, FMEA, JSA HIRA etc. to effectively manage hazardous risks. The Company has a highly qualified and experienced team that review risk assessment process and implement mitigation measures as per predefined schedule.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.08	0
	Workers	0	0.20
Total recordable work-related injuries	Employees	32	41
	Workers	27	35
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



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

The Company encourages and ensures safe working environment with reduced accidents and incidents trends. The employees and workers are made aware about the safety trainings and procedures as soon as they join the Company, within the tenure of their working, regular classrooms sessions and mock drills are conducted to update them with the system. The Company has included EHS requirement as a part of the contract and service agreement for all the contractors. The Company also ensures that the deployed contractor's workers are having mandatory PPE's and trained in safety & respective job work training before starting their job work.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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
Working Conditions	0	0	-	0	0	-
Health & safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% 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 all cases, Observations of audit are recorded, corrective actions planned and tracked. The feedback is provided to auditing agency for their agreement.

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 identifies all the parties that either have significant impact from its business operation or will influence its operation as 'key stakeholders', and consults them to identify its key material topics regularly. The Company acknowledges the importance of effective stakeholder engagement in achieving its goal of sustainable, scalable, and inclusive growth. It engages with multiple stakeholder groups through different channels to understand their concerns and take constructive feedback to improve business strategy and business plans.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> Annual reports Investor Meets Quarterly Results Company Website Intimation to Stock Exchange 	Quarterly/ Annual/ Need Basis	<ul style="list-style-type: none"> Economic value generated & distributed Long term value creation Transparency Good Governance High Reputation & Brand image
Regulatory Bodies & Government Agencies	No	<ul style="list-style-type: none"> Open Invitations Media releases Conferences Membership and Associations 	Quarterly	<ul style="list-style-type: none"> Proactive compliance Implementation of compliance management system Governance at different levels
Financial Institutions, Bankers & Lenders	No	<ul style="list-style-type: none"> Annual reports Investor Meets Need basis during financial discussion meeting Regular feedback through emails 	Annual	<ul style="list-style-type: none"> Good return on investment
Employees	No	<ul style="list-style-type: none"> Leadership development interventions Performance Dialogue Continuous Feedback Employee Induction Employee Experience Town hall briefing Employee Engagement Survey Emails Quarterly/Publications Newsletters 	Quarterly	<ul style="list-style-type: none"> Diversity Quality of Work & Life Fair wages & Remuneration benefits Training & Development Career Growth Health & Safety
Customers	No	<ul style="list-style-type: none"> Video Conferencing Emails 	Annual	<ul style="list-style-type: none"> Quality & Timely Delivery Competitive Cost Responsible Production Transparency in disclosure

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & Contractors	No	<ul style="list-style-type: none"> Supplier meets Supplier assessment MoU Agreements Contract discussion meetings Performance review 	Need basis	<ul style="list-style-type: none"> Product Quality Cost Timely delivery On time payment Ethical behavior Upcoming technologies or equipment Health & Safety
Local Communities	No	<ul style="list-style-type: none"> Regular engagement to understand concerns & requirement Community engagement during CSR initiatives 	Need basis	<ul style="list-style-type: none"> Local employment generation Development interventions

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 2022-23 (Current Financial Year)			FY 2021-22 (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	13,875	13,875	100	13,117	13,117	100
Other than permanent	0	0	0	0	0	0
Total Employees	13,875	13,875	100	13,117	13,117	100
Workers						
Permanent	718	0	100	635	0	100
Other than permanent	2,047	0	0	2,100	0	0
Total Workers	2,764	0	100	2,735	0	100

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 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)
Permanent Employees										
Male	13,212	0	NA	13,212	100	12,489	0	NA	12,489	100
Female	663	0	NA	663	100	628	0	NA	628	100
Other than Permanent										
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Worker										
Permanent										
Male	717	0	NA	717	100	634	0	NA	634	100
Female	1	0	NA	1	100	1	0	NA	1	100
Other than Permanent										
Male	2,006	0	NA	2,006	100	2,103	0	NA	2,103	100
Female	41	0	NA	41	100	47	0	NA	47	100

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories	Number	Median remuneration/ salary/ wages of respective categories
Directors	4 [#]	10,51,07,786	0	0
KMPs	1 [*]	25,58,189	0	NA
Employees other than BoD and KMP	13,666	6,70,340	664	6,11,330
Workers	717	3,20,001	1	4,01,248

[#]Includes Executive Directors only

^{*}Excluding Executive Directors

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

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

The Company works with agility by continuously reviewing their practices, policies and programs to build a robust system of redressal of grievances related to human rights by keeping the details of concerned individual/s confidential. A quarterly status report is shared with the company's Chairman and/or Managing Director regarding the filed complaints and their respective action taken by Whistle Committee.



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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at Workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA

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

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment. The Whistle Blower Policy and the POSH ensures the protection of the concerned individual/s and safeguard them at work against any retaliation or reprisal. The Company proceeds with the corrective majors after assuring the confidence in the complaint raised is genuine and not made in the spirit of damaging someone’s reputation, which prevents adverse consequences of false accusations.

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

Yes

9. Assessments for the year:

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

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

No such cases of risk as mention above.

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

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	4,99,971	6,16,872
Total fuel consumption (B) (GJ)	5,22,371	4,43,350
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	10,22,342	10,60,222
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million ₹)	18.08	19.98

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 such assessment carried by 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	291,999	2,35,305
(iii) Third party water	3,69,423	3,56,778
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	14,196	12,661
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	6,75,617	6,76,214
Total volume of water consumption (in kilolitres)	5,74,988	5,72,575
Water intensity per rupee of turnover (Water consumed / turnover) (kl per INR of revenue)(KL per million INR)	10.17	10.79

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.

All the manufacturing sites are audited by external environment auditors recognized by State Pollution Control Board.



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

Yes, all our API Units are Zero Liquid Discharge (ZLD). The wastewater generated is treated in-house completely and is used in boiler and cooling tower. Additionally, all our formulation plants are using their treated water for gardening purpose.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	T/year	14.85	21.40
Sox	T/year	41.94	57
Particulate matter (PM)	T/year	20.60	33.32

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.

All the manufacturing sites are audited by external environment auditors recognized by State Pollution Control Board.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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)	tCO ₂ e	48,679	41,213
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)	tCO ₂ e	88,833	1,32,604
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ million ₹	2.43	3.27

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

No

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

Yes, the Company has undertaken various interventions to reduce greenhouse gas emissions. The details are provided below:

1. Reduction in energy consumption through equipment up gradation.
2. Increasing renewable energy capabilities through solar plant/solar park and windmills installation.
3. Purchasing renewable energy for its operation through a third-party agreement.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	96	30
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	10.09	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (Process residue and waste, Etp sludge, evaporation salt etc.) (G)	22,260	15,943
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (MS Steel, Mix scrap, glass bottles, etc.)	1,468	1,411
Total (A+B + C + D + E + F + G+ H)	23,834	17,384
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Non-Hazardous Waste	Non-Hazardous Waste
(i) Recycled	441	513
(ii) Re-used (pre-processing)	10	10
(iii) Other disposal operations (Non-hazardous)	1,005	905
Total	1,456	1,428
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Hazardous Waste	Hazardous Waste
(i) Incineration	219	332
(ii) Landfilling	3,623	3,732
(iii) Recycling	12,190	7,494
(iv) Co-processing	5,192	3,448
(v) Other disposal operations	953	768
Total	22,177	15,774

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.

Environment audit is carried out through third party SPCB approved auditors.

9. 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 adopted a standard operating procedure (SOP) for hazardous waste management to effectively manage and reduce the negative impacts of hazardous waste. It includes recovery of spent solvent and selling it for reuse. The high calorific value wastes are sent to the cement industries for co-processing and boiler ash is sent to brick manufacturing units as per the statutory requirements of waste management. Used oil is also sent for recycling. A third-party agency is also engaged to collect plastics waste from end consumers and either recycle it or dispose it responsibly.



10. 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:

None of the units are located in ecological sensitive areas. No adverse impact of our operations on ecosystem and biodiversity have been reported. However, environmental impact assessment was carried out for all API units before establishment.

11. 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 such assessment in current financial year	-	-	-	-	-

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

The Company is in compliance with all applicable environmental norms.

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

ESSENTIAL INDICATORS

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

The Company is a member of 6 trade and industry chamber/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (state/national)
1.	Federation of Gujarat Industries	State
2.	Federation of Indian Chambers of Commerce & Industries	National
3.	International Chamber of Commerce	National
4.	Indian Drug Manufacturers' Association	National
5.	Federation of Indian Export Organizations	National
6.	Pharmaceutical Export Promotion Council 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:

During FY 2022-23, no such cases were reported against the Company related 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:

During FY 2022-23, none of the Company' projects were under ambit of mandated SIA exercise.

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

NA

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

The Company interacts with local community at different levels to understand their concerns and act upon them, there is dedicated channel which is managed by the site level HR to receive and redress grievances from the community.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ Small producers	27%	8%
Sourced directly from within the district and neighboring districts	35%	36%

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

ESSENTIAL INDICATORS

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

The Company makes reasonable efforts to have a robust mechanism to handle and redress customer grievance. The Company also welcomes customer concerns and feedback and focuses to address them promptly. To work coherently with the consumers' concerns, the company has updated their website with a specific dashboard that provides consumers a platform for reporting any adverse event/reaction elicited by the company's product.

Web link for consumer redressal- <https://alembicpharmaceuticals.com/report-side-effects-adverce-event/>

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%



3. Number of consumer complaints

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	0	0	0
Advertising	0	0	0	0
Cyber-security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Others (Specifications, Labelling, and Packaging)	0	0	0	0

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

	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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 "Information Security Policy" in place. All the sensitive information is safeguarded by Alembic IT Policy. The Company is committed to protect the information of all users and consumers' data as well. Any violation in the standards of policy will lead to disciplinary actions.

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:

The incident response process is defined in IT Security Policy and based on the duty allocation it is taken care.

For the mitigation of the Breaches, the company has processed different layer-based approaches:

1. There is firewall at the Periphery security level.
2. Applications are deployed on a secure layer & Role-based access is given as required.
3. Application Firewall is implemented for all internally hosted applications.
4. Network security and managed by SDWAN and IPSEC tunnelling.
5. An endpoint is secured with NextGen EDR-based solution.