

June 18, 2024

To The Corporate Relations Department BSE Limited Phiroz Jeejeebhoy Towers, 25 th Floor, Dalal Street Mumbai – 400001 Code: 540222	To The Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (East) Mumbai – 400 051 Code: LAURUSLABS
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Dear Sirs,

Sub: Business Responsibility and Sustainability Report for FY 2023-24.

Pursuant to Regulation 34 of SEBI (LODR) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2023-24.

This is for your information and records.

Thanking you,
Yours sincerely,
For Laurus Labs Limited

G. Venkateswar Reddy
Company Secretary &
Compliance Officer

Encl: As above

Registered Office

Laurus Enclave, Plot Office 01, E, Bonangi Village,
Parawada Mandal, Anaparthi District - 531021, Andhra Pradesh, India.

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CIN : L24239AP2005PLC047518,

Corporate Office

2nd Floor, SDE Serene Chambers, Road No. 7,
Banjara Hills, Hyderabad – 500034, Telangana, India.

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Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	: L24239AP2005PLC047518
2	Name of the Listed Entity	: Laurus Labs Limited
3	Year of incorporation	: 2005
4	Registered office address	: Laurus Enclave, Plot Office 01, E. Bonangi Village, Parawada Mandal, Anakapalli District – 531 021, Andhra Pradesh, India.
5	Corporate address	: 2 nd Floor, Serene Chambers, Road No. 7, Banjara Hills, Hyderabad – 500 034, Telangana, India
6	E-mail	: secretarial@lauruslabs.com
7	Telephone	: +91 40 6659 4333
8	Website	: www.lauruslabs.com
9	Financial year for which reporting is being done	: 2023-24
10	Name of the Stock Exchange(s) where shares are listed	: NSE & BSE
11	Paid-up Capital	: ₹107,79,31,716
12	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report.	: Mr. G. Venkateswar Reddy, Company Secretary and Compliance Officer, Telephone: +91 40 6659 4333, E-mail: secretarial@lauruslabs.com Address: 2 nd Floor, Serene Chambers, Road No. 7, Banjara Hills, Hyderabad – 500 034, Telangana, India
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
14	Name of assurance provider	: NA
15	Type of assurance obtained	: NA

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01	Pharmaceuticals & Bio product	Development, manufacturing & services of Chemical & Chemical products, Pharmaceuticals, Medicinal Chemical, Bio & Botanical Products	100 %

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
01	Development, manufacture and sale of API & Formulations	21009	100 %

III. Operations

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

Location	Number of plants	Number of offices	Total
National			
Visakhapatnam, Andhra Pradesh, India	6	1	7
Hyderabad, Telangana, India	1	1	2
International	NIL	NIL	NIL

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	114

b) What is the contribution of exports as a percentage of the total turnover of the entity? **58.76%**

c) A brief on types of customers

Our Company caters to a diverse range of customers includes major pharma companies, generics players and institutional customers across various countries.

IV. Employees

20. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	6,007	5,567	93 %	440	7 %
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total employees (D + E)	6,007	5,567	93 %	440	7 %
WORKERS						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than Permanent (G)	5,623	5,556	99 %	67	1 %
6.	Total workers (F + G)	5,623	5,556	99 %	67	1 %

b) Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	NIL	NIL	1	100 %
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total differently abled employees (D + E)	1	NIL	NIL	1	100 %
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
6.	Total differently abled workers (F + G)	NIL	NIL	NIL	NIL	NIL

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14 %
Key Management Personnel	1	NIL	--

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22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY24 (Turnover rate in current FY)			FY23 (Turnover rate in previous FY)			FY22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	22%	18%	19%	26%	19%	14%	18%	15%
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	CIN / FCRN	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	Sriam Labs Private Limited	U24239TG2002PTC038490	Subsidiary	100%	No
2	Laurus Synthesis Private Limited	U24110TG2020PTC140333	Subsidiary	100%	No
3	Laurus Specialty Chemicals Private Limited	U24110TG2022PTC168791	Subsidiary	100%	No
4	Laurus Bio Private Limited	U02423KA2005PTC036770	Subsidiary	87.58% (Fully diluted basis)	No
5	Immunoadoptive Cell Therapy Private Limited	U74999MH2018PTC315497	Associate	33.86% (Fully diluted basis)	No
6	Ethan Energy India Private Limited	U40100TG2018FTC125395	Associate	26%	No
7	Laurus Generics SA (Pty.) Ltd.		Subsidiary	100%	No
8	Laurus Holdings Limited		Subsidiary	100%	No
9	Laurus Generics GmbH		Step Down Subsidiary	100%	No
10	Laurus Generics Inc.		Step Down Subsidiary	49.24% Directly and 50.76% through Laurus Holdings Limited	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in ₹) 4,812 crores

(iii) Net worth (in ₹) 4,207 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY24 (Current Financial Year)			FY23 (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	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	Yes	NIL	NIL	NA	NIL	NIL	NA
Shareholders	Yes	NIL	NIL	NA	NIL	NIL	NA
Employees and workers	Yes	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	Yes	NIL	NIL	NA	NIL	NIL	NA
Other (please specify)	NIL	NIL	NIL	NA	NIL	NIL	NA

Policies:

Community: https://www.lauruslabs.com/Investors/PDF/Policies/Corporate_Social_Responsibility_Policy.pdf

Investor & Shareholders: https://www.lauruslabs.com/investors_home.html

Employees & workers: <https://www.lauruslabs.com/Investors/PDF/Policies/PGH.pdf>

Customers: Customer feedback policy

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

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

Our approach to materiality: At Laurus Labs, we acknowledge our responsibility to meet stakeholder expectations to position our business better and enhance the value we create. The materiality assessment has allowed us to comprehend stakeholder concerns and helps in developing a strategy that fits our business, prioritising the most relevant topics and impact. We performed a sustainability-related materiality assessment to identify the sustainability issues that are most critical to our business and our stakeholders. This process assists us in identifying sustainability focus areas and informs our strategy and the content of our reporting.

We align our identification of material sustainability topics with the GRI Universal Standards considering information relating to the pharmaceutical sector, our regulatory requirements and matters raised during engagements with our people and our external stakeholders. This year we've focused on five top priority areas i.e. product safety, ownership and control, waste management and circularity, leadership policy and oversight on sustainability, tax transparency and labelling, protection of human rights and occupational health and safety. More information on our sustainability materiality assessment process and outcomes can be found in our Integrated Report

Sr. No.	Material Issue Identified	Risk Opportunity	Rational for identifying or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
1	Environment, Health and Safety (EHS)	Risk	Operations are subjected to varieties of regional and global governmental, and non-governmental EHS rules and regulations.	<ul style="list-style-type: none"> - Improving focus on sustainable energy - Strengthening and promoting a safety culture programme and awareness across the company - Conducting periodic audits in high-risk sites 	Risk
2	Industry risk	Risk	Sectoral and market downturns could have potential and immediate impact on company performance	<ul style="list-style-type: none"> - Analysing industry and pharma-sectoral trends and periodic horizon scanning - Ongoing plans to implement a business continuity plan to minimise risks 	Risk
3	Regulatory risk	Risk	The pharmaceutical sector is highly regulated and it is under continual surveillance and scrutiny by regulatory bodies and authorities. Inability to meet requirements may have potential negative impacts on the business	<ul style="list-style-type: none"> - Improving compliance/regulatory requirements review mechanism - Utilising the information management system to detect changes in the regulatory environment and their impact periodically 	Risk

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Sr. No.	Material Issue Identified	Risk Opportunity	Rational for identifying or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
4	Competition risk	Risk	Market presence and penetration can be affected by domestic and international competitions	<ul style="list-style-type: none"> - Building economies of scale in manufacturing, distribution and procurement to maintain cost advantage - Strengthening long-term relationships with key customers by offering better quality and service know-how - Introducing cost improvement initiatives and enhancing manufacturing efficiency at plants - Undertaking R&D initiatives, focusing on optimising raw material consumption and increasing manufacturing capability 	Risk
5	Innovation risk	Risk	Development of innovative products is critical in improving the product portfolio of the company, Lack of innovation may negatively affect business growth.	<ul style="list-style-type: none"> - Ensuring R&D capabilities and proven track record in filing, approval and commercialisation of niche products and processes. - Improving internal capabilities, know-how and enhancing process optimisation to strengthen market leadership 	Risk
6	Financial risks	Risk	The foreign exchange rate fluctuations could impact our company's net expenses and other future investments.	<ul style="list-style-type: none"> - Implementing a strong currency hedging plan/strategy and periodically evaluating derivatives to address risks 	Risk
7	Capacity planning and Optimisation risk	Risk	Inability to meet dynamic customer needs can impact business growth	<ul style="list-style-type: none"> - Tracking trends and horizon scanning to keep up with the market and deliver and satisfy customer needs - Implementing plans to ensure plant capacities meet market expectations - Process optimisation and improving efficiency to reduce production related risks such as plant malfunctions 	Risk
8	Operational risk	Risk	Efficiency and effectiveness of business operations can be significantly impacted if and when vendor customer relations are not managed effectively	<ul style="list-style-type: none"> - Stabilising vendor risks and challenges by the implementation of action plans - Forging long-term partnerships with regional and global pharmaceutical companies to ensure revenue visibility 	Risk

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	No formal policy yet	No formal policy yet	Yes	No	Yes	No
b) Has the policy been approved by the Board? (Yes/No)	Approved by HOD	No	Yes	No	No	Yes	No	Yes	No
c) Web Link of the Policies, if available		No	<u>Please refer Policy A below the table</u>	No	No	<u>Please refer Policy B below the table</u>	NA	<u>Please refer Policy C below the table</u>	No
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	No	Yes	No	Yes	No
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	No	No	Yes	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes, We follow GRI guidelines	No	Yes. We follow ISO45001	No	No	Yes ISO 14001	No	Yes	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Refer Chairman's statement in page number 14									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Dr. Satyanarayana Chava, Executive Director and Chief Executive Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes. Dr. Satyanarayana Chava, Executive Director and Chief Executive Officer is responsible								

Policy A: https://www.lauruslabs.com/images/pdfs/Business_Code_of_Conduct_and_Ethics_Policy.pdf

Policy B: https://www.lauruslabs.com/images/pdfs/EHSS_Policy.pdf

Policy C: https://www.lauruslabs.com/Investors/PDF/Policies/Corporate_Social_Responsibility_Policy.pdf

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10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Business Steering Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	The Company has no direct policies. However, our ESG initiatives are mostly in alignment with the goals of these 9 policies								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	The Company has plans to implement these policies going forward								
Any other reason (please specify)	Nil								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	NIL	NA	NA
Key Managerial Personnel	NIL	NA	NA
Employees & Workers other than BoD and KMPs	Trainings by Board of Directors		
	15 sessions were conducted accommodating approximately 1500 employees.	Workshop on the importance of employee’s Profession/role and enhancing their time management, skills, knowledge, ownership, adaptability, leadership, teamwork, and customer service (internal and external)	25
	5 sessions were conducted accommodating approximately 500 employees.	Improvements in content creation, tailoring content, simulations, and interactive activities.	8
	2 Sessions were conducted for 25 Key stakeholders.	Stakeholder engagement: Engaging key stakeholders, like the site Heads and functional Heads for the alignment with the organisational goals.	-
	4 sessions were conducted accommodating approximately 500 employees.	Town Hall: Organisation direction, Interactive session, that encourages open communication and taking valuable insights and feedback from the senior employees.	
	Employees & Workers other than BoD and KMPs		
	6,21,590 training sessions were conducted for approximately 6089 employees.	<p>1. The employees/operators’ training is being controlled through the electronic system known as LMS (Learning Management System)</p> <p>This system manages employee training in a comprehensive approach that ensures employees receive the necessary training and certifications to perform their roles effectively and safely. The LMS generates and tracks various types of training including</p> <ul style="list-style-type: none"> • Induction Training • Standard Operating Procedures (SOPs) • current Good Manufacturing Practices (cGMP) • External Training • Miscellaneous Training • Unscheduled Training • General Training (Prevention of Sexual Harassment (POSH)) <p>The LMS schedules these trainings according to employees’ roles, job responsibilities, and regulatory requirements ensuring that they receive timely and appropriate training throughout their tenure with the company.</p> <p>Additionally, the system tracks employees’ progress, completion status, and certification facilitating compliance and audit readiness.</p> <p>Overall using an LMS streamlines the training process, enhances compliance, and contributes to a well-trained and knowledgeable workforce.</p>	96
	25 sessions were conducted for approximately 1130	Skill & Knowledge enhancement - Mock tests to improve Review capability, Procedure familiarity, and Problem-solving skills.	26

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2. Details of fines/ penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment		NA	NIL	NA	NA
Punishment		NA	NIL	NA	NA

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

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

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

<https://www.lauruslabs.com/Investors/PDF/Policies/LaurusLabsLimitedPrivacy-policy.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: **NIL**

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY24 (Current Financial Year)		FY23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	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. **NIL**

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	123	109

9. Open-ness of business

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	41%	43%
	b) Number of trading houses where purchases are made from	-	-
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	0.11%	0.03%
	b) Number of dealers / distributors to whom sales are made	1	1
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	3.16%	3.28%
	b) Sales (Sales to related parties / Total Sales)	3.75%	1.49%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	92.41%	76.05%
	d) Investments (Investments in related parties / Total Investments made)	99.46%	99.11%

Note:

For Purchases from trading houses – considering that the company sources its purchases from both traders and manufacturers, for calculation purpose herein we have considered purchases of raw materials and packing materials from traders

For Sales to Dealers/Distributors - The nature of Sales made by the Company are largely direct sales, sales to dealers and distributors is limited to only one vendor, wherein, it is low both in terms of value and volume.

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under meeting	% age of value chain partners covered by value of business done with such partners under the awareness programs
1. One Training Session was conducted with the elected Strategic supplier base which clearly explained the key areas of Laurus Code of conduct and the necessity to assess, monitor and improve on these aspects	Laurus Supplier Code of Conduct encompasses the following aspects of Sustainability 1. Business Ethics 2. Human rights 3. Employment Practices	63%
2. We engage with the Strategic supplier base on individual basis to make them aware of Laurus expectations on Sustainable practices and get their feedback	4. Environment 5. Health & Safety 6. Supporting Communities Laurus had identified key strategic suppliers and have evaluated their Sustainability practices through Supplier assessment framework. The strategic suppliers were classified as critical and non-critical based on various criteria. The total RM Spend of the selected Strategic suppliers was	

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. Declaration and recusing the respective board members in discussions and voting.

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

- 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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	7.29%	0.92%	In-licensed 4 gene assets from IIT-Kanpur. Necessary funding support provided to advance clinical trials
Capex	NIL	NIL	

- Does the entity have procedures in place for sustainable sourcing? - **Yes**
 - If yes, what percentage of inputs were sourced sustainably? **63% (as per Sustainability Report for FY23)**
- 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.

In keeping with our focus on sustainable company operations, Laurus Labs strives to reduce waste generated at the source whenever possible and recycle the residual waste. A considerable portion of the waste generated in the pharmaceutical industry is categorised as hazardous and must be handled with caution. We ensure that the waste generated by our operations is effectively monitored and disposed of in accordance with all relevant regulatory standards.

We also regularly monitor our waste management systems and procedures to ensure that the waste generated throughout our sites undergoes proper and safe treatment. Solvent recovery systems deployed at our API locations allow predefined volumes of used solvent to be recovered. Our operational efficiency allows us to use resources conservatively and reduce waste. We comply with all the local and national regulations, in addition to adopting global standards in safe handling and disposal of emissions and effluents.

- 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. **No**

Leadership Indicators

- 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 in the following format? **NIL**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA	NA	NA	NA	NA	NA

- 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. **NIL**

Name of Product / Service	Description of the risk / concern	Action Taken
NA	NA	NA

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

Indicate input material	Recycled or re-used input material to total material	
	FY24 Current Financial Year	FY23 Previous Financial Year
Total Recycled input material	160,252 MT	118,612 MT

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

	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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

Essential Indicator

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	5,567	5,567	100%	5,567	100%	NA	NA	5,567	100%	NA	NA
Female	440	440	100%	440	100%	440	100%	NA	NA	440	100%
Total	6,007	6,007	100%	6,007	100%	400	100%	5,567	100%	440	100%
Other than Permanent employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent workers											
Male	NIL	NIL	NIL	5,556	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	67	100%	NIL	NIL	NIL	NIL	67	100%
Total	NIL	NIL	NIL	5,623	100%	NIL	NIL	NIL	NIL	67	100%

Note: Workers are not on payroll of Laurus, other benefits will be taken care by contractor

Business Responsibility & Sustainability Reporting

- C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	1.67%	1.22%

Aforementioned well-being costs, includes costs incurred for bus transportation charges, canteen expenses, Medical insurance, health insurance, medical expenses amongst others for employees and workers.

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

Benefits	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	YES	100%	NA	YES
Gratuity	34%	NA	NA	39%	NA	NA
ESI	23%	NA	YES	22%	NA	YES
Others – please specify	--	-	-	--	--	NA

3. Statutory benefits to workers as per applicable laws being reimbursed by Company to the agencies for contract workers.

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**

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**

<https://www.lauruslabs.com/Investors/PDF/Policies/NDP.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	91%	100%	NA	NA
Total	99.53%	100%	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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	YES
Permanent Employees	YES
Other than Permanent Employees	YES

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

Category	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male		NIL			NIL	
- Female		NIL			NIL	
Total Permanent Workers						
- Male		NIL			NIL	
- Female		NIL			NIL	

8. Details of training given to employees and workers:

Category	FY24 (Current Financial Year)					FY23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	5,567	5,567	100%	5,567	100%	5,335	5,335	100%	5,335	100%
Female	440	440	100%	440	100%	418	418	100%	418	100%
Total	6,007	6,007	100%	6,007	100%	5,753	5,753	100%	5,753	100%
Workers										
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Total (A)	No. (B) %	(B / A)	Total (C)	No. (D)	(D / C)
Employees						
Male	5,567	5,567	100%	5,335	5,335	100%
Female	440	440	100%	418	418	100%
Total	6,007	6,007	100%	5,753	5,753	100%
Workers						
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

Business Responsibility & Sustainability Reporting

10. Health and safety management system:

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

Yes, all units are certified with ISO 45001:2018. We carry out internal audits to check the effectiveness of EHSMS periodically. Trained EHSMS coordinators are appointed to implement OHSMS.

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

Various standard operating procedures such as (EHS/004: EHS Risk Assessment and EHS/028: EHS Internal audits, inspection) implementing to identify work related hazards and their associated risks. Before execution of any process we carry out the activity based risk assessment (ABRA) followed by HAZOP study (Hazard Operability) and ERA (Exposure Risk Assessment). We implement all recommendations to ensure the process is safe before execution. We have implemented change control program where all changes (which may create potential risks) are assessed prior to implementation and after thorough review, all changes are accepted. We follow line management responsibility approach in implementing safety and hence we engage our employees as One Day safety officer from other functions to identify unsafe situations. EHS department takes round on the shop floor and highlights the unsafe situations as well.

We have engaged few employees as safety champion and they are available in each shift, observe and highlight all unsafe situations. These observations are reviewed by their respective Block in-charge followed by unit EHS lead.

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

Yes, SOP EHS 028: EHS Internal Audit, Inspections, NC, and CAPA is in place. We encourage our workers to report all unsafe observations immediately. We have engaged our employees as safety champion who are reporting in each shift, takes round on the shop floor, monitors critical activities and reports all unsafe situations. Also we have dedicated EHS department who takes frequent rounds in shop floor to identify unsafe situations.

SOP EHS 007: EHS Committee is in place. We have EHS committee members who highlight all unsafe situations to the EHS Department and in EHS committee as well.

We have implemented Safety Suggestion Scheme and installed safety suggestion box at the main gate and encourage workers to share suggestions. EHS department collects all suggestions and take action accordingly. We do encourage workers to share suggestions during different EHS promotional activities such as National Safety Day celebration, World Environment Day Celebration etc. and EHS department also awards the worker to promote EHS culture.

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

Yes, the employees/workers of the entity have access to non-occupational medical and healthcare services. All employees are covered under health insurance, statutory health insurance (ESIC) as per eligibility, providing periodical health checkups and wellness programs.

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

Safety Incident/Number	Category*	FY24 Current Financial Year	FY23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	0.23
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	3
	Workers	NIL	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

*Including in the contract workforce

Note:

The reporting boundary for the above indicator includes the Company's manufacturing units

12. Describe the measures taken by the entity to ensure a safe and healthy work place.
- We have implemented various standard operating procedures (SOP) and Operational Control Procedures (OCP) to ensure safety at workplace.**
 - Periodical trainings are given to all workers on safe practices.**
 - Continuous inspections and periodical audits are carried out to identify all unsafe acts & conditions.**
 - We are carrying out several audits in the specific areas by the third party to identify the gaps and to make further improvement.**
 - Designed the workplace based on the latest statutory requirements and complying with all safety norms.**
 - Process safety studies are carried out for all processes before execution, risk assessment is done to make the process safe. All process safety requirements are implemented. Workplace monitoring is carried out to improve the industrial hygiene.**
 - EHS promotional activities are carried out to encourage safe practices and promote safety as a culture.**
 - Periodical review meeting with senior management to improve safety requirement.**
 - Emergency preparedness and response:**
 - Fire protection which comprises of Detection, Alarm and Suppression system installed at all workplaces.**
 - Two numbers of Multi-purpose Fire Tenders are in place and procuring another Two numbers in this year.**
 - All sites have Occupational Health Centers and Ambulances. Additionally, Two numbers of Advanced Life Support Ambulances are in place.**
 - Emergency Response Teams on-site, who undergone a specific training from External Expert Agency.**

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

	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL		NIL	NIL	
Health & Safety	NIL	NIL		NIL	NIL	

14. Assessments for the year:

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

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

We implement all recommendations related to different safety audits, statutory audits and incidents. Best practices from other industries are implemented as well.

All recommendations related to risk assessments are implemented to make the process safe.

Business Responsibility & Sustainability Reporting

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, for both the employees and workers

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 collects the proofs of deposits of statutory dues like payment challans etc. from the service value chain partners before releasing their bills regularly and ensures that the statutory dues have been deducted and deposited by the value chain partners with the relevant statutory authorities.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY24 (Current Financial Year)	FY23 (Previous Financial Year)	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Employees	NIL	3	NIL	NIL
Workers	NIL	2	NIL	NIL

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:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	We conduct yearly once sustainability assessment of our value chain partners, providing awareness program, conducting assessment. During the year 60% of our value chain partners have been assessed.
Working Conditions	

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 such cases

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.

Our stakeholders includes Individuals, Groups, Companies or institutions that are part of our value chain.

We follow the process of identification of the stakeholders is defined by their interest, impact and participation in operations of the Company including engagement on various environmental, social and governance matters and we classify accordingly. Our operations are integrated with stakeholder needs, interests and expectations.

Over the years we have developed firm-level processes to encourage open and constructive interaction with our stakeholders. It reinforces our understanding of relevant matters and helps us identify those attributes of stakeholders that make them important to our business and necessitate meaningful engagement. Engaging with stakeholders provides us an opportunity to serve them in the best sustainable way and redefine our strategies to deliver the maximum value.

By Partnering with our stakeholders, we involve them in the decision making, product and process improvement and create an enabling environment to do better together.

Our sustainability programme brings together stakeholders from across the pharmaceutical value chain to identify and address the industry's most pressing environmental issues. One-on-one meetings, annual general meetings, training, group discussions, surveys, and supplier and custodial relationships are all examples of systematic channels of interaction with our stakeholders integrated throughout our business operations.

At a strategic level, stakeholder issues are examined and taken into account. The stakeholder engagement framework represents how we connect with our stakeholders and address their major problems. The table below details the various stakeholder groups that have had direct or indirect contact with Laurus Labs, as well as their ways of involvement and key concerns.

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 & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspapers, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others – Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Customer audits One-on-one meetings Exhibitions 	Regular interval	<ul style="list-style-type: none"> Safety Customer data protection and privacy Product efficacy Quality Sustainable supplies
Investors and Shareholders	No	<ul style="list-style-type: none"> Financial results/ investor calls Television and print media interviews Annual bankers meet Email announcements 	Quarterly & need basis	<ul style="list-style-type: none"> Business growth/ profitability Newer opportunities Risk management, Governance
Government and regulators	No	<ul style="list-style-type: none"> Regulatory audits Engagement on a need basis Participation in forums 	On need basis	<ul style="list-style-type: none"> Compliance Stipulated timely reporting Sustainable practices Inclusive growth
Employees	No	<ul style="list-style-type: none"> Formal induction at the time of joining Technical and non-technical training programs Town hall meetings Operations review meetings Quarterly newsletters 	Frequently	<ul style="list-style-type: none"> Workplace safety, employee welfare, IR issues Professional growth Employee benefits and other facilities Diversity at the workplace Leadership connect sessions

Business Responsibility & Sustainability Reporting

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspapers, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others – Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<ul style="list-style-type: none"> Intranet portal International Safety Day celebrations Laurus Labs Family Day—an annual cultural extravaganza Annual sports meet Programs and competitions for employees and their families Grievance redressal mechanism Continual feedback sessions Mailers on Safety, Health especially COVID-19 awareness 		<ul style="list-style-type: none"> Equal opportunities Wages and benefits Work-life balance
Business partners / suppliers and service providers	No	<ul style="list-style-type: none"> Contract agreements Global pharma meets Symposiums Seminars 	Regularly on need basis	<ul style="list-style-type: none"> Payment processing cycles Business ethics and transparency Sustainability performance
Communities and NGOs	No	<ul style="list-style-type: none"> Direct meets with local representatives Science exhibitions & health camps Initiatives like community tree plantations, RO water facilities at public places, building community infrastructure, aid to government schools, hospitals and NGOs Collaboration with government/ NGOs 	Frequent and need basis	<ul style="list-style-type: none"> Community development (education, healthcare, sanitation, water) Livelihood creation Other social benefits Local sourcing of labour Managing conflict Social licence to operate

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.

Our Board of Directors serves as a source of advice and counsel in ensuring highest levels of corporate governance through risk control and regulatory compliance. The Board of Directors oversees the organisational management to assure that all the stakeholder demands are met promptly. By responsibly addressing the concerns of the stakeholders in our value chain, the Board of Directors and the senior management team ensure that the long-term interests of multiple parties are recognised. The committees appointed by the board focus on specific areas where they can make informed decisions and provide recommendations to the board on the matters in their areas.

The Board commits to providing accurate and thorough financial and non-financial reporting, as well as a rigorous feedback mechanism. To protect stakeholder interests, we will adopt best practices for disclosures and be subject to internal and/or external assurance and governance procedures.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes

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.

Over the years we have developed firm-level processes to encourage open and constructive interaction with our stakeholders. It reinforces our understanding of relevant matters and helps us identify those attributes of stakeholders that make them important to our business and necessitate meaningful engagement. Engaging with stakeholders provides us an opportunity to serve them in the best sustainable way and redefine our strategies to deliver the maximum value. By partnering with our stakeholders, we involve them in the decision making, product and process improvement and create an enabling environment to do better together.

We have adopted a structured approach to materiality assessment aligned to the GRI standards and IR framework that includes identifying a broad umbrella of relevant issues and prioritising them based on changing business needs and stakeholder feedback.

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

At a strategic level, stakeholder issues are examined and taken into account. The stakeholder engagement framework represents how we connect with our stakeholders and address their major problems. The table provided in the principle 4 details the various stakeholder groups that have had direct or indirect contact with Laurus Labs, as well as their ways of involvement and key concerns.

PRINCIPLE 5: Businesses should respect and promote human rights

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

Category	FY24 (Current Financial Year)			FY23 (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	6,007	6,007	100%	5,753	5,753	100%
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	6,007	6,007	100%	5,753	5,753	100%
Workers						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	5,623	5,623	100%	4,561	4,561	100%
Total Workers	5,623	5,623	100%	4,561	4,561	100%

Business Responsibility & Sustainability Reporting

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

Category Total (A)	FY24 (Current Financial Year)					FY23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	6,007	NIL	0%	6,007	100%	5,753	NIL	NIL	5,753	100%
Male	5,567	NIL	0%	5,567	100%	5,335	NIL	NIL	5,335	100%
Female	440	NIL	0%	440	100%	418	NIL	NIL	418	100%
Other than Permanent	NIL	NIL	0%	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Workers										
Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent	5,623	NIL	0%	5,623	100%	4,561	NIL	NIL	4,561	100%
Male	5,556	NIL	0%	5,556	100%	4,528	NIL	NIL	NIL	100%
Female	67	NIL	0%	67	100%	33	NIL	NIL	NIL	100%

3. Details of remuneration/ salary/ wages

a) Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	2,25,26,856	1	28,50,000
Key Managerial Personnel	1	83,01,595	NIL	NA
Employees other than BoD and KMP	5563	4,66,596	440	3,48,084
Workers	5556	19,069	67	19,069

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Gross wages paid to females as % of total wages	6%	6%

Gross wages are considered as Cost-to-Company (CTC) for the employees & workers

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

Head of Human Resources i.e. Mr. Narasimha Rao Chava, Executive Vice President (HR) and Head of Legal Department i.e. Mr. G. Venkateswar Reddy, Vice President (Legal and Company Secretary) will be responsible.

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

The Company has enforced various policies which take care of human rights and any grievances shall be escalated to the HR team which is basically responsible to implement the policies and accordingly HR team shall take suitable measures to redress grievances relating to violation of human rights, if any.

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

	FY24 (Current Financial Year)			FY23 (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	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour/Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of Board of Directors. Similarly, in sexual harassment cases, there is Internal Complaints Committees (ICCs) and relevant policies to ensure that complaint(s) shall not be met with adverse consequences.

9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, particularly relating to non-engagement of child labour, forced labour, non-discrimination at work places etc.

10. Assessments for the year: **NIL**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above. **No**

Business Responsibility & Sustainability Reporting

Leadership Indicators

- Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints.
There were no such grievances/complaints in the Company.
- Details of the scope and coverage of any Human rights due-diligence conducted.
No such third party due diligence was conducted.
- 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.
- Details on assessment of value chain partners: **No**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	63% (As part of sustainability SCM conducts assessment on yearly basis)
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. **Not applicable**

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

The reporting boundary for environment indicators includes the Company's manufacturing units.

The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered is 22.40 for FY 23-24 and 22.17 for FY 22-23.

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	74,426 GJ	2,795 GJ
Total fuel consumption (B)	--	--
Energy consumption through other sources (C)	117,672 GJ	120,719 GJ
Total energy consumed from renewable sources (A+B+C)	192,098 GJ	123,514 GJ
From non-renewable sources		
Total electricity consumption (D)	895,833 GJ	806,676 GJ
Total fuel consumption (E)	2,466,440 GJ	2,080,293 GJ
Energy consumption other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	3,362,273 GJ	2,886,969 GJ
Total energy consumed (A+B+C+D+E+F)	3,554,371 GJ	3,010,483 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.00007	0.00005
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0016	0.0011
Energy intensity in terms of physical output	--	--
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (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. **No**
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	1,583,058	1,385,309
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,583,058	1,385,309
Total volume of water consumption (in kilolitres)	964,759	904,457
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000020 KL / rupee	0.000023 KL / rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00045	0.00035
Water intensity in terms of physical output	--	--
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

Note: In FY 2023-24 water consumption is equal to water withdrawal less water discharged. The information reported for FY 2022-23 is restated on the same basis.

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

4. Provide the following details related to water discharged:

Parameter	FY24 (Current / Financial Year)	FY23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	--	--
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	--	--
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	--	--
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment*	618,299	480,852
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	618,299	480,852

*Water discharged which is sent to third-party undergoes through primary level of treatment as required by the norms.

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 Reporting

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

Our operational units are not designed as ZLD. As per the EC terms of industrial cluster, we are disposing waste water to the common effluent treatment plants authorised by State Pollution Control Board (SPCB).

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

Parameter	Please specify unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
NOx	Tonnes	296	213
SOx	Tonnes	798	631
Particulate matter (PM)	Tonnes	170	128
Persistent organic pollutants (POP)		--	--
Volatile organic compounds (VOC)	ppm	383	--
Hazardous air pollutants (HAP)		--	--
Others – please specify		--	--

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

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

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	198,782	182,215
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	176,678	159,094
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000078	0.0000058
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00017	0.00013
Total Scope 1 and Scope 2 emission intensity in terms of physical output		--	--
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

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

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

Co-gen Boiler- We generates Power & Steam at a single platform:

Earlier, we used to generate steam from our in-house boilers of capacity 2*16TPH and the steam produced from the boilers are used for our manufacturing activities in the same unit.

Later, we installed the co-gen boiler of 35MT capacity in view of reducing the burden towards purchasing the electricity and to reduce our SCOPE-2 GHG emissions.

This Boiler generates steam as well as 4.5MW of power per day which indirectly reducing the fuel consumption to produce equivalent power by an external provider. Installation of Cogen boiler system benefiting as mentioned below:

- Reduced Scope 2 GHG emissions
- Optimised the fuel consumption
- Utilising the waste heat appropriately

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	540	465
E-waste (B)	0.97	2.69
Bio-medical waste (C)	13.35	11.58
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	33,162	29,053
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	11,126	5,950
Total (A+B + C + D + E + F + G+ H)	44,843	35,483
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.00000093	0.00000061
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000021	0.000014
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	22,884	20,719
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	4,263	6,552
Total	27,147	27,271
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	818	529
(ii) Landfilling	5,752	1,696
(iii) Other disposal operations	11,126	5,987
Total	17,697	8,212

Note: Other hazardous waste comprises of items such as spent solvents, evaporation salts, ETP sludge among others.

Other non-hazardous waste comprises of items such as fly ash, fiber drums, scrap pipes, others.

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 Reporting

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

In keeping with our focus on sustainable company operations, Laurus Labs strives to reduce waste generated at the source whenever possible and recycle the residual waste. A considerable portion of the waste generated in the pharmaceutical industry is categorised as hazardous and must be handled with caution. We ensure that the waste generated by our operations is effectively monitored and disposed of in accordance with all relevant regulatory standards.

We also regularly monitor our waste management systems and procedures to ensure that the waste generated throughout our sites undergoes proper and safe treatment. Solvent recovery systems deployed at our API locations allow predefined volumes of used solvent to be recovered. Our operational efficiency allows us to use resources conservatively and reduce waste. We comply with all the local and national regulations, in addition to adopting global standards in safe handling and disposal of emissions and effluents.

Some of the active measures and interventions to reduce processed waste from our operations are:

- All used batteries are returned to the supplier or recycler. E-waste is collected and delivered to authorised recyclers
 - 100% of the hazardous waste produced was disposed safely across all units
 - E-waste is being sent to authorised recyclers
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: **Nil**

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	NA	NA	NA	NA

Leadership Indicators

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	1,583,058	1,385,309
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres)	1,583,058	1,385,309
Total volume of water consumption (in kilolitres)	964,759	904,457
Water intensity per rupee of turnover (Water consumed / turnover)	0.000020 KL / rupee	0.000023 KL / rupee
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	--	--
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	--	--
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	--	--
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	618,299	480,852
(v) Others	--	--
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	618,299	480,852

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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 3 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	87,212	73,322
Total Scope 3 emissions per rupee of turnover		0.0000018	0.00000121
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Business Responsibility & Sustainability Reporting

- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. **Nil**
- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Outcome of the initiative
1	During the year 42,594 tons of steam purchased from waste heat recovery boiler which saved natural resource and energy	117,672 GJ
2	Step towards increasing green energy purchase, generated in-house. and consumed solar power during the year 2023-24	74,426 GJ
3	By installing Temperature controller for process Cooling Tower fans saved energy	6,007 GJ
4	Power Saving by Installing Variable-frequency drive (VFD) at various equipment's across the organisation	216 GJ
5	By installing movement sensors across the facilities saved energy	131 GJ
6	Fresh water saved by utilising MGF Back wash water to greenery development in and around the plant premises	284,801 KL
7	By using waste steam from the adjacent industry saved water around	42,599 KL
8	Installed an electrolytic water treatment system for cooling tower	28,780 KL
9	Installation of flow restrictors in water lines to washrooms	12,781 KL

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

Yes, a procedure EHS 041 Business Continuity Plan is in place. As per the procedure each function identifies the risks which will disrupt the business and their control measures. Functional Head leads this activity and engage the experienced person from the function to carry out this. Against each risks, response strategy and recovery plan are be prepared. Each function carry out the testing of business continuity plan once in a year and record the observations. All the recorded points are discussed in Management Review Committee. Each unit has prepared the disaster management plan in the form of On-site emergency management plan (OSEP).

OSEP is designed based on quantitative risk assessment and HARA (Hazard Analysis and Risk Assessment). It covers all the scenarios such as explosion, fire, toxic gas release etc. OSEP organogram is prepared to execute if required. Roles and responsibilities are assigned to personnel. Adequate resources are maintained in the unit. Periodical mock drills are conducted to assess the gaps.

- 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.

No significant adverse impact to the environment, arising from the value chain.

We ensure sustainability within the supply chain: The quality of our products is of utmost importance and suppliers are only on boarded after a series of stringent checks to warrant that they are aligned with the expectations of the company. We onboard our suppliers after taking into consideration the required quality, EHS, and sustainability criteria. Our critical tier 1 suppliers are further assessed based on vendor audits. During the year, around 67 vendors have been evaluated on sustainability criteria.

We are committed to engaging with our suppliers to help them improve the social and environmental impact of the materials and services they offer. The supplier code of conduct (CoC) and sustainable supply chain questionnaire helps us assess and align our suppliers with core values as they sign up to foster a culture of honesty, accountability, and integrity. The CoC also helps us in integrating sustainability parameters into our supply chain. The CoC covers aspects such as labour rights, anti-bribery and corruption, health and safety, environment, ethics, data privacy, confidentiality, and information protection.

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

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Pharmaceuticals Export Promotion Council of India	National
3	The Federation of TG and AP Chambers of Commerce & Industry (FTAPCCI)	State
4	Bulk Drugs Manufacturers Association	State
5	JNPC Manufacturers Association	State
6	The Associated Chambers of Commerce & Industry of India	National
7	Indo American Chamber of Commerce, Hyderabad	State
8	Indian Drug Manufacturers Association	National
9	Federation of Indian Chambers of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

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

Sr. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/Half Yearly/ Quarterly, others- please specify)	Web link if available
	NIL	NIL	NIL	NIL	NIL

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. **NIL**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY(In ₹)
	NA	NA	NA	NA	NA	NA

Business Responsibility & Sustainability Reporting

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

Consent of the community is obtained in major or the activities taken up by company. In case of any grievances, company representatives from each plant are accessible to community. And also through Mail or written communication and once been addressed, communicate back on the same channel of communication.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	5%	6%
Directly from within India	70%	58%

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

Location	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Rural	77%	77%
Semi-urban	16%	16%
Urban	NIL	NIL
Metropolitan	7%	7%

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

Note: Numbers mentioned above are specific to India locations geography.

Classification is based on the RBI Guidelines and Census 2011

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): **Not applicable**

Details of negative social impact identified	Corrective action taken
NA	NA

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
	NA	NA	NA

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/ vulnerable groups? (Yes/No) **NO**
- (b) From which marginalised/vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

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: **NIL**

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

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

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
(i)	Promoting health care, eradicating hunger & Water Plant		
	Pure Little Hearts Foundation	38	100 %
	Hrudaya Foundation	22	100 %
	Anna Prasadam for Eradicate hunger by Touch Stone Charities	Group of people	
	Water Plant	Group of people	
	Contribution for construction of community Kitchen	Group of people	
	Total		
(ii)	Promoting Education		
	Financial Support Super 60 Coaching programme	60	100 %
	School Building at Moguluru	200	100 %
	Support for ZP High School Kothur	450	100 %
	Renovation of IGIAT Boys Hostel	700	100 %
	Toilet Block at Andhra University	Group of people	
	School Teacher Salary	141	
	Stipend for Gitam University Students	40	100 %
	Total		
(iii)	Promoting gender equality		
	Renovation of APSWR (G) Hostel	500	100 %
	Financail support for Sewing Mechines under women empowerment programme	100	100 %
	Total		
(iv)	Ensuring environmental sustainability		
	Construction of Public Toilets & Parks	Group of people	
	Garden Adopton at Tirumala	Group of people	
	Utkarsh Global Foundation for Environment awareness program	Group of people	
	Construction of Public Toilets & Parks	Group of people	
	Total		
(vii)	Promoting Sports		
	Financial Support for Ground renovation	Group of people	
	Financial Support for Golf Player	1	
	Financial Support for Tennis Player Player	1	
(x)	Rural Development projects		
	Fogging Mechine at Dibbapalem Grama Panchayat	Group of people	
	Garbage Vehicle to Pudimadaka Gram Panchayat	Group of people	
	Construction of Rythu Market at Munagapaka	Group of people	
	Rural Development projects	Group of people	
	Financial Support for District Fire Ofiice	Group of people	
	Laurus Skill Development Center	Group of people	

Business Responsibility & Sustainability Reporting

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

Essential Indicators

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

Consumer complaints will be received by mail and reply to them after due investigations.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: **NIL**

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	We comply with the applicable and relevant laws and regulations of the countries we operate in with respect to disclosure of information on environmental and social parameters relevant to the products
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following: **NIL**

	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	NIL	NIL	NA	NIL	NIL	NA

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

- 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

<https://www.lauruslabs.com/Investors/PDF/Policies/LaurusLabsLimitedPrivacy-policy.pdf>

- 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.

N/A

7. Provide the following information relating to data breaches: **NIL**
 - a) Number of instances of data breaches - **NIL**
 - b) Percentage of data breaches involving personally identifiable information of customers - **NIL**
 - c) Impact, if any, of the data breaches - **NIL**

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
<https://www.lauruslabs.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Proper labelling based on the regulatory requirements. – **Yes**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. **NIL**
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**