

September 1, 2023

To,  
**Dy. General Manager**  
**Department of Corporate Services,**  
**BSE Ltd.,**  
**P. J. Towers, Dalal Street,**  
**Fort, Mumbai – 400 001**

**Ref: Scrip Code: 543322**

To,  
**The Manager – Listing,**  
**National Stock Exchange of India Ltd.,**  
**Plot No. C/1, G Block,**  
**Bandra Kurla Complex,**  
**Bandra (E), Mumbai – 400 051**

**Ref: Scrip Name: GLS**

Dear Sir/Madam,

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

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

Kindly take the above information on record.

Thanking you

Yours faithfully,  
**For Glenmark Life Sciences Limited**

**Rudalf Corriea**  
**Company Secretary & Compliance Officer**  
Encl: As above

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2022-2023

Glenmark Life Sciences Ltd., (hereinafter “GLS” or “Company” or “we”) is in the business of making high-quality drugs by unlocking the possibilities of science. Over the years, we have established strong relationships with leading global generic pharmaceutical companies that has helped us expand our product offerings and geographic reach. We are committed to sustainability and have implemented several initiatives to minimize its environmental impact. We have implemented a number of energy-efficient measures at our manufacturing facilities and we are actively involved in recycling and waste management.

In addition to our focus on the development and manufacturing of APIs, with an approximate of 139 APIs in our portfolio and intermediates, we also have a strong presence in the area of contract development and manufacturing organization (CDMO). We offer a wide range of services to our clients, including process development, analytical development, and scale-up and manufacturing services.

We welcome the reporting framework ‘Business Responsibility and Sustainability Reporting’ (“BRSR”) introduced by the Securities and Exchange Board of India (“SEBI”) containing detailed Environmental, Social and Governance (“ESG”) disclosures and we have mandatorily adopted the framework for the financial year 2022-23.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity - L74900PN2011PLC139963
2. Name of the Listed Entity - Glenmark Life Sciences Ltd.
3. Year of incorporation – 23rd June 2011
4. Registered office address - Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpath Solapur MH 413213 IN
5. Corporate address - 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri East Mumbai 400099 MH IN
6. E-mail - [complianceofficer@glenmarklifesciences.com](mailto:complianceofficer@glenmarklifesciences.com)
7. Telephone – 022-4018-9999; 022-6829-7979
8. Website - [www.glenmarklifesciences.com](http://www.glenmarklifesciences.com)
9. Financial year for which reporting is being done - 2022-23
10. Name of the Stock Exchange(s) where shares are listed

Name of the Exchange	Stock Code
BSE Ltd.	543322
National Stock Exchange of India Limited	GLS

11. Paid-up Capital - ₹ 245.05 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report  
 Name: Rudalf Corriea  
 Telephone: 022-6829-7979  
 Email address: [complianceofficer@glenmarklifesciences.com](mailto:complianceofficer@glenmarklifesciences.com)
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). – The disclosures under this report are made on Standalone basis for GLS.

II. Products/services

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

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

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	API	21001	100

III. Operations

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

Location	Number of plants	Number of offices	Total
<b>National</b>	1. Ankleshwar, Bharuch, Gujarat; 2. Dahej, Bharuch, Gujarat; 3. Mohol, Solapur, Maharashtra*; 4. Kurkumbh, Pune, Maharashtra; 5. Mahape, Navi Mumbai R&D Site	1. Andheri East, Mumbai Corporate Office 2. Registered Office at Mohol, Solapur*	6
<b>International</b>	Nil	Nil	Nil

\* Registered Office and one of the manufacturing units have the same address.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18+
International (No. of Countries)	75 +

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

47.60% for FY 23

c. A brief on types of customers

Primarily GLS customers are the end formulators who are essentially pharmaceutical companies that manufacture finished pharmaceutical products from the APIs (Active Pharmaceutical Ingredients) supplied by GLS. These end formulations are then marketed, distributed and sold across the world. Today GLS has over 700 customers and works with 20 largest generic companies globally.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1824	1695	92.93	129	7.07
2.	Other than Permanent (E)	We do not have any other than permanently employees considering our business type				
3.	Total employees (D + E)	1824	1695	92.93	129	7.07
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1461	1451	99.31	10	0.69
6.	Total workers (F + G)	1461	1451	99.31	10	0.69

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	3	3	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	3	100	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	We do not have any differently abled workers at any of our premises				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	4	0	0.00

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.93	21.19	29.34	22.32	18.85	22.11	20.42	18.60	20.32
Permanent Workers	The Company does not have any permanent workers in place								

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Glenmark Pharmaceuticals Limited	Holding	82.84	Yes, the Holding Company participates in the relevant Business Responsibility initiatives.

## VI. CSR Details

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

1. Turnover (in INR.) – ₹ 21,612.20 million - FY 23
2. Net worth (in INR.) – ₹ 21,382.07 million - FY 23

## 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			F.Y.2021-22		
		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	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	2	Nil	All the complaints were resolved	120	Nil	All the complaints were resolved
Employees and workers	Yes	NIL	Nil	Nil	Nil	Nil	Nil
Customers	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: Grievance Redressal- GLS employees can address their grievances not only through physical and verbal communication means but also through digital channels. More details of addressing grievances of employees and workers are mentioned in the Table 6 of Principle 3

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Access & Affordability	Risk & Opportunity	Providing cost effective quality APIs to Pharmaceutical companies holds significance in providing accessibility & affordable pricing for patients. Accessibility to medicines improves specifically In several low- and middle-income nations.	The company continuously strives for better pricing models for its customers in a competitive market. This is done without compromising the quality of products manufactured.	Positive
2	Product Quality & Safety	Risk	Product safety concerns, manufacturing defects, or inadequate disclosure of product-related risks can lead to significant product liability claims.	The company takes a pro-active stance on quality & safety of its products. Each year a reasonable R & D Capex & Opex is allocated to be ahead on innovation and quality products journey .This helps in reducing frequency of recalls, safety concerns, and enforcement actions for manufacturing issues.	Negative. There has been no negative impact in the reporting period of 2022-2023.
3	Employee Engagement, Diversity & Inclusion	Risk	There is a fierce competition among businesses for people /staff. The industry needs highly qualified workers to develop new products and carry out quality manufacturing process.	GLS continuously strives to provide best in class benefits to its employees for recruitment & retention .The Company's code of conduct focusses on the value of Human input to our success.	Negative. There has been no negative impact in the reporting period of 2022-2023.
4	Supply Chain Management	Risk	GLS is an important Supply Chain Partner to it's over 700 customers in pharmaceutical industry. Disruptions to our own supply chain thereby is detrimental.	GLS has been able to work with its supply chain partners effectively through various engagement models to make sure that our products reach to our clients within the fulfillment period committed with them .Even with the disruptions brought in global trade routes due to Russia-Ukraine issue , the company did not let its fulfillment period disturbed .	Positive
5	Environment	Risk	Global rise in pharmaceutical production has come hand in hand with a parallel surge in environmental contamination with active pharmaceutical ingredients (APIs), their metabolites and transformation products.	The Company ensures proper waste management with least environmental impact in its manufacturing processes which are well within the limits prescribed under various laws. Water stewardship also becomes key to reducing the impact on environment.	Negative. There has been no negative impact in the reporting period of 2022-2023.

## 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		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
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
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	<p><b>Policies present in the Company's website are:</b></p> <ol style="list-style-type: none"> <li>Policy for Determining Material Subsidiaries (P1) (<a href="#">Policy_for-Determining-Material-Subsidiaries.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for Determination of Legitimate Purpose (P7) (<a href="#">Policy-for-determination-of-legitimate-purpose (1).pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on Determination of Materiality for Disclosures (P1, P4) (<a href="#">Policy_on-Determination-of-Materiality-for-Disclosures.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy Preservation of Documents Regulation 9 of LODR (P1) (<a href="#">Policy-Preservation-of-Documents-Reg-9-of-LODR.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Archival Policy (P1) (<a href="#">Archival_Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Board diversity policy (P1) (<a href="#">Board-diversity-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Dividend distribution policy (P1, P3) (<a href="#">Dividend-distribution-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Nomination and remuneration policy (P5) (<a href="#">Nomination-and-remuneration-policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for the Evaluation of the performance of the Board of Directors (P1) (<a href="#">Policy-for-the-Evaluation-of-the-performance-of-the-Board-of-Directors(1).pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on related party transactions and its materiality (P1, P7) (<a href="#">GLS RPT Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy on Succession planning (P6) (<a href="#">Policy-on-Succession-planning.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Policy for Familiarization Programme for Independent Directors (P1) (<a href="#">Policy-for-Familiarisation-Programm-for-Independent-Directors.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Whistle Blower Policy (P1, P5) (<a href="#">Whistle_Blower_Policy.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Code of Conduct (P1, P3, P5) (<a href="https://www.glenmarklifesciences.com/pdf/Code-of-Conduct.pdf">https://www.glenmarklifesciences.com/pdf/Code-of-Conduct.pdf</a>)</li> <li>Code of practices for fair disclosure (P1) (<a href="#">Code-of-practices-for-fair-disclosure.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>CSR Annual Action Plan FY 2023-24 (P8) (<a href="#">Annual Action Plan FY 23-24.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> <li>Letter of appointment of Independent Directors (P1) (<a href="https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf">https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf</a>)</li> <li>Criteria for Making Payments to Non-Executive Directors (P1) (<a href="#">Criteria for Payment of NED.pdf</a> (<a href="#">glenmarklifesciences.com</a>))</li> </ol> <p>Few policies HR related policies are also available in the intranet</p>							

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	No	No	No	No	No	No	No	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by GLS viz. ISO 14001:2015 (On effective environmental management system-EMS) and ISO 45001:2018 (to improve occupational health and safety-OHS)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, GLS looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

### 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)

Glenmark Life Sciences Limited is committed to high standards of integrity – professional and financial – and ethics in the operation of its business. The Company is also committed to creating a workplace, that is free from harassment and discrimination, where co-workers are respected and provided an appropriate environment that encourages good performance and conduct. GLS commits to adopt ESG (Environmental, Social & Governance) aspects in its day-to-day working which would lead to a sustainable growth thereby building confidence of its stakeholders.

Multiple sustainability practices are integrated in all its core business and manufacturing functions in order to achieve this aim. The Company endeavours to achieve maximum benefit for its communities in order to make our planet safer & healthier. GLS contributes to global sustainability goals with an aim to give back more than it receives and to create positive long-term changes in communities and geographies, where it operates. In addition, the Company also has a strong corporate governance system to monitor, guide and support its business and operations. We are committed to our various stakeholders - be it regulators, customers, investors, our people, the environment, our neighbours and, most importantly the patients whom we eventually serve, to use good science coupled with the latest regulations in order to run our business in a sustainable manner.

To drive business growth while ensuring continuity we continue to make significant investments in new technologies for

- A) Reducing our carbon footprint via cleaner energy and, recycling, reuse of water and solvents.
- B) Backward integration and automation in manufacturing,
- C) Enhancing technology for waste treatment of solid, liquid and gaseous waste streams
- D) Training at all levels to ensure safer operations while adhering to cGMP norms
- E) Safety Pyramid structure with more focus on leading indicators. Robust safety management system with high emphasis on process safety, workplace safety & Industrial Hygiene & risk control adopting the hierarchy of controls in the order of sequence

#### Our Environmental Goals include:

1. Water Neutrality by 2027
2. Zero Waste to Landfill by 2027
3. Carbon Neutral by 2030

#### Our Social Objectives are:

1. Access to Healthcare
2. Water Stewardship
3. Holistic Community Development
4. Access to Education
5. Employee Volunteering

We aim to comply with applicable health and safety regulations and other requirements in our operations and have adopted an Environmental, Health and Safety (EHS) policy that is aimed at complying with legislative requirements, requirements of our licenses, approvals, various certifications and ensuring the safety of our employees and the people working at our facilities or under our management.

Periodic assessment of working conditions of our employees is carried out to ensure a safe working environment at our manufacturing facilities.



Governance

The Company has a strong corporate governance system to monitor, guide and support its operations, with oversight by an experienced and diversified Board. GLS supports and promotes high standards of ethical business conduct, one that is transparent and accountable. GLS is an independent and professionally managed organisation that reports to the Board. All the governance mechanisms are in place and continuously monitored by the Board. It ensures strategic oversight over business operations and ensures compliance with the legal framework, integrity of financial accounting and reporting systems and brings in credibility through proper and timely disclosures.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors, comprising of diverse experience and expertise provide strategic direction and evaluates overall performance of the organization on ESG count. The existing corporate structure of Board and its committees together ensure the long-term interests of the stakeholders and responsible business practices.
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.	Sustainable development is at the core of GLS operations which is also outlined in the Environment, Health and Safety Practices. GLS follows sound environmental management practices at its manufacturing unit to assess and address potential environmental risks.  Beyond all statutory committees, we have incorporated an ESG committee as a voluntary committee formed by the Board to have a more focused approach on the subject and monitor the action items for the same

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors convene on sustainability issues once in a year to discuss the progress against sustainability parameters of GLS and review the policies. The Board is guided on actions to be taken and reviews the progress against each parameter in each meeting.									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. A systemic compliance program has been adopted by GLS to track, monitor & comply the Compliances on a real-time basis								

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.	<table border="1"> <thead> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9" data-bbox="962 1218 1503 1444">Operationalization and adequacy of policies have been evaluated by Dhir &amp; Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.</td> </tr> </tbody> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	Operationalization and adequacy of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.								
P1	P2	P3	P4	P5	P6	P7	P8	P9											
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

### Essential Indicators

- 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	1 *	ESG Awareness program	100
Key Managerial Personnel	1 *	ESG Awareness programmes	100
Employees other than BoD and KMPs	Training program constitutes many modules as per the job role requirement at work. Essential four trainings for all encompass on	Code of Conduct, POSH, Conflict of Interest Global Policy, Glenmark Code English, Anti-Corruption Anti Bribery and Other trainings depending upon the department, role and responsibility of the employees	>90
Workers	Depends on the department, role and responsibility of the workers	All the necessary trainings provided to the workers	100

\*In addition to the ESG awareness programmes conducted, every board meeting covers an agenda on regulatory updates, corporate governance updates, and industry and competitive landscape.

- 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			NIL		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment			NIL		

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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 adopted Anti-Corruption Anti-Bribery policy and is available on its intranet. At GLS we believe that bribery, corruption, and corrupt practices have detrimental impacts not only on business by undermining good governance and distorting free markets but, on a larger spectrum, damaging societal setup economically. Further, each employee is required to strictly adhere to the Anti-Corruption Anti Bribery policy, non-compliance thereof would lead to strict actions.

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 22-23	FY 21-22
<b>Directors</b>	Nil	
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

	FY 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of conflict of interest of the Directors</b>	Nil			
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

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.

No complaints were filed with regard to conflict of interest, therefore the no corrective action undertaken for the same

#### Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value)
NIL		

Note: Conducting awareness programmes for value-chain partners on Principles is under consideration. However, we ensure that we follow the procedure and audits set out in AVD (Alternate Vendor Development) - a presentation file, it contains step-wise procedure step-wise for selection, appointment and audit of vendor/an alternate vendor.

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. Conflict of Interest Policy is present in our intranet. Further, every employee of GLS is required to complete Conflict of Interest training.

#### SDGs mapped under Principle 1<sup>1</sup>:

	<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>The Company's Global Anti-Corruption Policy covers the Company, the group and all the Business Partners (which includes vendors, suppliers, joint venture partners, formal Business Partners, or agents, Consultants, and any other Business Partners acting on Company's behalf).</li> </ul>
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<sup>1</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

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

	FY 22-23	FY 21-22	Details of improvements in the environmental and social impacts
R&D	₹ 651.77 million	₹ 571.96 million	R&D investments are not only on new product developments but also pertains to spending on several initiatives to make the processes more sustainable which include evaluating lower energy consumption alternatives for manufacture of products, reduction in effluent generation and lower usage of solvents. GLS has achieved a reduction of about 40% effluent in FY-23 through life cycle management on identified products. ~36% in FY23 and ~34% in FY22 of R&D spends were towards such sustainable process improvements.
Capex	9%	3%	These projects pertains to improving environment footprint i.e. waste reduction, energy and water conservation, reducing carbon footprint, etc.

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

GLS has institutionalized AVD program in order to integrate ethical and environmental performance factors into the process of sourcing from its value-chain partners. GLS' AVD (Alternate Vendor Development) document, sets out the steps, procedures and commitments from its vendors to ensure that the products are sourced sustainably. GLS select vendor/ alternate vendor based on ROS, Price, Lead time, Quality, Regulatory/GMP Certificates, FEI, DUNS, QMS, and Plant Capacity etc. GLS takes clearance from its RA and IP by circulating the CMC document and sorts out all the CMC document related queries. GLS conducts vendor audit and its compliance at a regular time interval.

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

GLS endeavours to source input materials in to its manufacturing process in alignment with principles of sustainability.

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

Not applicable. GLS is into B2B business - where its products are directly used by its customers (who are business entities). These customers manufacture the finished pharmaceutical products which are then marketed, distributed and sold in retail market.

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.

Extended Producer Responsibility is not applicable to us. Only our finished products are to be considered for a safe reclaim of products or services.

**Leadership Indicators**

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

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.
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Considering the nature of operations and business activities of GLS, Life Cycle Assessment is not being conducted

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 22-23	FY 21-22
Fresh Solvent	69%	72%
Recovered Solvent	31%	28%

Note: The Company took significant efforts to recover solvents in its manufacturing process and reuse it.

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:

	FY 22-23			FY 21-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	566 MT	0	0	475 MT	0
E-waste	0	0	58 Desktop + 20 Printers	0	0	0
Hazardous Waste	7098 MT	3614 MT	1654 MT	4330 MT	2301 MT	3352 MT
Other waste	0	0	809 MT	0	0	881 MT

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
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Not Applicable

#### SDGs mapped with respect to Principle 2<sup>2</sup>:



##### SDG 2: ZERO HUNGER:





- As a CSR Impact, GLS provided facilities to 2,70,570+ Pregnant women and/ or new mothers, through initiatives focused on enhancing nutrition levels, encouraging good hygiene habits and ensuring complete immunization of children



##### SDG 6: CLEAN WATER AND SANITATION:

- GLS uses technologies that reduce water footprint and align its workforce with the values of water conservation. Its facilities have zero liquid discharge capabilities that contribute to substantial reduction in water wastage.
- Through sustained water conservation efforts, GLS has reduced water consumption at Ankleshwar, Dahej, Mohol and Kurkumbh manufacturing facilities from 0.702 kl/kg in FY21 to 0.616 kl/kg in FY22.
- There was a water consumption of 0.509 kl/kg for FY 23 of product manufacturing for FY 23.
- GLS installed alkaline water filters, borewell and pipeline which further enhanced the water quality in the villages near its Mohol plant, Solapur district.
- Water harvesting and Water Shed Management projects has been undertaken through CSR Activities

<sup>2</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

	<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>GLS has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant. GLS has utilized 6,834,995 kWh of Hybrid Power which is 9.37 % of their total electricity consumption.</li> </ul>
	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>Post COVID GLS economy has grown by 16.3% on a Y-o-Y basis, ex-COVID products, which demonstrates the continued demand for their core portfolio.</li> <li>GLS Initiated a flagship on boarding program as “<i>Aarambh</i>” that is a highly curated model that seeks to bridge the gap between learning and knowledge assimilation. <i>Aarambh</i> was recognised with a silver award by the Economic Times Human Capital Awards.</li> <li>GLS has a dedicated AUP policy in place, that ensures full cyber security, in their corporate network.</li> </ul>
	<p><b>SDG 12: RESPONSIBLE COSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>GLS has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant.</li> <li>GLS has switched to bio-briquette boiler at Dahej facility in FY23 and plans to take the same approach at their Ankleshwar facility in FY24.</li> </ul>
	<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>GLS has Shifted to bio-briquette based boiler from bio-diesel based boiler at <i>Mohol</i> plant</li> <li>GLS has installed solar-powered LED lights at Kurkumbh and <i>Mohol</i> facilities</li> <li>GLS has switched to bio-briquette boiler at Dahej facility in FY23 and plans to take the same approach at their <i>Ankleshwar</i> facility in FY24.</li> <li>GLS manufacturing facilities at <i>Ankleshwar</i> and Dahej are ISO 14001:2015 and ISO 45001:2018 certified for environment management and occupational health and safety management systems</li> </ul>

**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:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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)
<b>Permanent Employees</b>											
Male	1695	1695	100	1695	100	0	0	1695	100	0	0
Female	129	129	100	129	100	129	100	0	0	129	100
Total	1824	1824	100	1824	100	129	7.07	1695	92.93	129	7.07
<b>Other than Permanent Employees</b>											
Male	No other than permanent employees identified for GLS										
Female											
Total											

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

<b>% of employees covered by</b>											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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)
<b>Permanent Workers</b>											
Male	No permanent workers identified for GLS										
Female											
Total											
<b>Other than Permanent Workers</b>											
Male	1451	1451	100	1451	100	0	0	0	0	0	0
Female	10	10	100	10	100	10	100	0	0	10	100
Total	1461	1461	100	1461	100	10	0.68	0	0	1461	0.68

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

Benefits	FY 22-23			FY 21-22		
	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	0	Yes	100	0	Yes
Gratuity	100	0	Yes	100	0	Yes
ESI	12	0	Yes	13	0	Yes

## 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

At GLS, we have necessary infrastructure in place to make the workplaces accessible to differently abled employees and workers. Starting from building entrance to the fixtures having push/lever type wash basin along with sufficiently illuminated corridors.

## 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.

The given legislation/rights of the disables under the legislation are covered under various policies, however currently there is no separate policy for the same.

## 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	0	0
Female	100	100	0	0
Total	100	100	0	0

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	None (No permanent workers identified)
Other than Permanent Workers	<ul style="list-style-type: none"> <li>• <b>A drop box</b> is installed at all the units / location, wherein employees or workers can even anonymously raise their issue by dropping a written document containing their issues or concerns related to human rights.</li> <li>• <b>Safety Committee</b> – 50% composition of workers; safety related issues are discussed and addressed.</li> </ul>
Permanent Employees	<ul style="list-style-type: none"> <li>• <b>Mood-o-meter</b> – an online survey intervention that captures real time engagement data of employee, as a confidential platform, so that employees can express themselves openly.</li> <li>• <b>We have a Leadership connect and Leadership site</b> connect a platform for employees to exchange thoughts, raise their concerns and issues, clear doubts and discuss the future roadmap with the Leaders (MD &amp; CEO and the leadership team).</li> <li>• <b>Gemba Walk:</b> As part of safety culture, the site leadership walks the site and inspects various safety aspects of the whole plant including the safety and working condition of the workers and employees.</li> <li>• <b>Tete a tea</b> – a platform to interact with the senior leadership of the company in a closed group amongst a select few employees from across locations, over a cup of tea.</li> <li>• <b>GEN Y</b> – The Program to help us understand the Gen Y better &amp; keep them engaged for a mutually rewarding work experience.</li> </ul>
Other than Permanent Employees	None (No other than permanent employees identified)

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

Category	FY 22-23			FY 21-22		
	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)
<b>Total Permanent Employees</b>	Currently none of our employees and workers are in any association or unions. However, the Company does not prohibit any association or union for its employees and workers.					
Male						
Female						
<b>Total Permanent Worker</b>						
Male						
Female						

8. Details of training given to employees and workers:

	FY 22-23					FY 21-22				
	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)
<b>Employees</b>										
Male	1695	1695	100	1695	100	1546	1546	100	1546	100
Female	129	129	100	129	100	107	107	100	107	100
Total	1824	1824	100	1824	100	1653	1653	100	1653	100
<b>Workers</b>										
Male	1451	1451	100	1451	100	1384	1384	100	1384	100
Female	10	10	100	10	100	10	10	100	10	100
Total	1461	1461	100	1461	100	1394	1394	100	1394	100



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

Category	FY 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1695	1695	100	1546	1546	100
Female	129	129	100	107	107	100
Total	1824	1824	100	1653	1653	100
<b>Workers</b>						
Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

## 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. We have occupational health and safety management system (ISO 45001). It covers for both our employees and workers

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

We are having hazard identification and risk assessing system for both routine and non-routine activities. For routine activities, we have done HAZOP study and HIRA. For non-routine works we are following JSA and permit to work system.

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

Yes. We have both online and offline reporting system available in place to report work-related hazards and tracking its compliances.

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

Yes. For Dahej Plant, we follow the Workmen's Compensation Policy; for Ankleshwar plant, we provide ESIC scheme; we cover all our employees under EPF and Pension scheme, we provide safety and technical training to upgrade the skill (on the job training to workers). We also provide benefits through E-Shram card registration – Currently we have registered more than 300 manpower under this scheme for Ankleshwar Plant. We offer incentive allowances (inclusive of food and work allowances)

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

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.11
	Workers	0	0.40
Total recordable work-related injuries	Employees	8	Not Available
	Workers		0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We have implemented Environment, Health and Safety Management system to ensure the safe and healthy workplace. Orientation of new employees is conducted to describe safety related information. We have well defined audit system for carrying out internal and external audit for Environment, Health & Safety (EHS).

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

	FY 23-22			FY 21-22		
	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	None					
Health & Safety						

14. Assessments for the year:

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

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

Not Applicable, since there was no such incidents in the current year

#### 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).

Employee: Yes

Worker: Yes (Through ESIC or Workmen's Compensation Act)

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

For Downstream Value Chain: Our Channel Partners are required to ensure legal compliance such as compliance through GSTIN portal, Invoice Running Number (IRN) control and e-way bills control and compliance of TDS provisions as per the Income Tax Act. Multiple internal controls are in place to ensure that vendors are complying with the applicable statutory requirements.

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	
	FY 22-23	FY 21-22	FY 22-23	FY 21-22
Employees	Nil			
Workers				

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

Currently there is no such operating procedure in the Company.







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	The quantification in percentage is not evaluated currently. However, we comply to set procedures and steps as per our AVD document
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

Not Applicable, as no quantification is present

**SDGs mapped with respect to Principle 3<sup>3</sup>:**

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p><b>SDG 3: GOOD HEALTH AND WELL BEING:</b></p> <p><u>GLS provides facilities like:</u></p> <ul style="list-style-type: none"> <li>Group Medclaim Insurance – It is a pre-defined insurance coverage to all employees &amp; their dependents for expenses related to hospitalization due to illness, disease or injury.</li> <li>Gold Plan – GLS employees can choose to double their existing Group Medclaim Policy cover (i.e. the Base Plan) by enrolling for the GOLD Plan by bearing additional nominal Contribution.</li> <li>Covid Medicare</li> </ul> <p><u>Risk Benefits</u></p> <ul style="list-style-type: none"> <li>Group Term Life Insurance</li> <li>Group Personal Accident Insurance</li> </ul>
 <p>4 QUALITY EDUCATION</p>	<p><b>SDG 4: QUALITY EDUCATION:</b></p> <ul style="list-style-type: none"> <li>GLS selects villages based on sustainability parameters and introduce initiatives in education, women empowerment &amp; skill development, disability, and infrastructure development, which are implemented through various types of activities and programmes.</li> <li>GLS has taken initiatives on Nurturing Scientific Education in various Government Schools</li> <li>They support sustainable livelihood initiatives that teach the youth useful vocational skills, and provide tools, training and access that improves their standard of living.</li> </ul>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 8.</li> </ul>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><b>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</b></p> <ul style="list-style-type: none"> <li>Glenmark has built four state-of-the-art multi-purpose manufacturing facilities at Ankleshwar, Dahej, Mohol, and Kurkumbh, complying with cGMP standards and ensuring reliable, high quality and advanced manufacturing operations. Three of these facilities have been inspected by the US-FDA and other global regulatory bodies.</li> <li>Our combined reactor capacity stands at 1,198 KL and poised for further expansion projected to reach capacity of 1500 KL in FY24. This substantial increase will enable us to manufacture over 140 APIs each year at commercial scale, aggregating approximately 750 MT.</li> </ul>
 <p>10 REDUCED INEQUALITIES</p>	<p><b>SDG 10: REDUCED INEQUALITIES</b></p> <ul style="list-style-type: none"> <li>2,70,570+ Women were provided with effective antenatal care services in a timely manner</li> <li>GLS has ensured an increase in women employment, over the years</li> <li>GLS has recruited employees from various regions across the country</li> </ul>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p><b>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</b></p> <ul style="list-style-type: none"> <li>To ensure the health and well-being of communities, we support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation &amp; carbon neutrality.</li> <li>We extended support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak &amp; disabled individuals too, benefitting 18,084+ community people, senior citizens and children</li> <li>Installed 25 Watt, Solar street lights around 20 in number. 1000 beneficiaries and 1825 KW green energy produced in a year</li> <li>10,800 tree planted with MiyaWaki system to create the small forest with local species to maintain the ecological balance, with 3,500 beneficiaries.</li> </ul>

<sup>3</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)


**SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS**

- Please refer to Principle 1, for the initiatives mentioned under SDG 16

**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.

At GLS, we follow these norm while engaging with any of our stakeholder:

- Any individuals, groups, institutions or entities that:
  - (i) Has a legal, financial or social interest; or
  - (ii) Contribute to shaping our business, or
  - (iii) Add value or constitute a core part of the business value chain, are considered to be our key stakeholders. These key stakeholders include employees, customer, suppliers, investors, shareholder, communities (around the areas in which we operate) and the Regulatory Bodies.

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
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback and redressal	Frequent and as and when required	These are both top down and bottom up communication approach through which we intend to create an inclusive and empowering workplace that encourages transparent engagement and the freedom to act, raise question and grow as professionals and individuals. We also ensure regular health check-ups for employee well-being and conduct Annual Day, Family Day and other Sports activities.
Customers	No	Emails, SMSs, Website, Meetings	Daily	
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls, Annual Investor Day and several one on one meetings	As per statutory requirements, as well as, as and when required	
Shareholders	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly Earnings Calls and Annual General Meetings	As per statutory requirements, as well as, as and when required	
Regulatory Bodies	No	Emails, Meetings and submissions, etc.,	As per statutory requirements, as well as, as and when required	
Community around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings, physical visits and online meetings.	Frequent and as and when required	

## 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.

Even though ESG aspects are part of day to day operations, a formal process for stakeholder consultation on ESG is yet to be established. However, Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from such consultations is shared with the Board during the quarterly Board meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Social consultation has been taken to identify social and critical needs of the community for creating larger and sustainable impact.

For example:

Consultation with local collectors helped us identify drought prone areas in and around our facilities in Gujarat and Maharashtra for water stewardship project. We have initiated the water stewardship project with the aim of identifying opportunities to reduce and replenish water usage through Water Harvesting and Conservation projects, by adopting lakes around our facilities and providing clean drinking water. We encourage timely intervention to save water through rain water harvesting with techniques such as deepening of the existing water bodies (Nalas, Lakes, and Ponds), creating the farm recharge ponds, farm bunding, percolation tank, and check dam in rural and semi urban and urban areas.

Similarly for Community Development we support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation & carbon neutrality. We extend support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak & disabled individuals too. All these are done in consultation with our plants and the local collectors and in accordance to the community needs.

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

Our Corporate Social Responsibility interventions build replicable, sustainable solutions that actively contribute to both community and environment. Our Vision is to actively contribute to the community and environment in which we operate through our initiatives, services and conduct so as to enable sustained growth for the society and communities in our role of being a socially responsible organisation.

Through our CSR activities, we have a vision of 'Enriching lives to create a healthier and happier world.' Our CSR activities include Nurturing Young Scientific Minds through our various school interventions to contribute towards Children's Quality Education across Gujarat and Maharashtra. We also provide access to healthcare for women and Identify opportunities to reduce and replenish water usage through various water harvesting projects and by providing clean drinking water.

We see our CSR strategy as a means of further aligning our business to the global sustainable development agenda. We have a robust monitoring system that tracks the progress and effectiveness of our interventions

### SDGs mapped with respect to Principle 4<sup>4</sup> :



#### SDG 4: QUALITY EDUCATION:

- Please refer to Principle 3, for the initiatives mentioned under SDG 4



#### SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:

- Please refer to Principle 3, for the initiatives mentioned under SDG 9

<sup>4</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

**PRINCIPLE 5: Businesses should respect and promote human rights****Essentials 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 22-23			FY 21-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1824	1824	100	1653	1653	100
Other than permanent	0	0	0	0	0	0
Total Employees	1824	1824	100	1653	1653	100
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	1461	1461	100	1394	1394	100
Total Workers	1461	1461	100	1394	1394	100

Note: The elements of Human Rights are present in the Company's various policies.

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

Category	FY 22-23					FY 21-22				
	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)
<b>Employees</b>										
Permanent	1824	4	0.2	1820	99.8	1653	0	0	1653	100
Male	1695	4	0.2	1691	99.8	1546	0	0	1546	100
Female	129	0	0	129	100	107	0	0	107	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	1461	244	16.7	1227	83.3	1394	1181	85	223	15
Male	1451	234	16.1	1217	83.9	1384	1171	85	213	15
Female	10	10	100	10	100	10	10	100	10	100

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	4*	73,39,800	2	12,00,000
Key Managerial Personnel	4	1,37,37,289	0	-
Employees other than BoD and KMP	1691	5,32,106	129	6,17,967
Workers	1451	2,47,268	10	2,47,268

\*excludes 2 non-executive directors who have not received any remuneration during FY 2022-23.

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)**

At GLS, we have a dedicated Safety Committee that takes and resolve concerns related to the Human Rights issues. The committee ensures that the concerns raised are resolved in a time bound manner so that, the manpower investing in our company do not feel unheard at any point of time.

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

Human rights principles as enshrined in the United Nations Global Compact (“UNGC”) are embedded in our core values and system. We have framework that focuses on good governance, our commitment to abiding by each law, ensuring timely payment of employee salaries, and providing equal opportunities without exception. Any grievances are routed to Human Resource function. Necessary action is taken in line with underlying polices and regulations applicable to the workplace. The closure is intimated to the aggrieved person.

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

	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such concerns identified in the current and previous FY					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

At GLS, harassment and discrimination topics are educated to our stakeholders via by our POSH Policy, trainings, sensitization, and awareness.

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

GLS is in process of revising its standard agreement templates as well as to include human rights provisions (where Company does not use its standard agreement templates), to ensure human rights requirements form a part GLS business agreements

## 9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of its offices
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No complaints for any audits, therefore not applicable.

**Leadership Indicators**

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

Other than addressing human rights grievances through physical, verbal communication and through digital channels, we have integrated principles of human rights in our policies and SOPs available on intranet to which all our employees have to abide to. Through policies like Global Grievance Redressal Policy, Employee Insurance policy, Prevention of discrimination and sexual harassment policy, Crisis communication policy, Gifts and Hospitality policies, etc. we are ensuring that any issue related to human rights grievances are addressed promptly, ethically and within the statutory timelines.

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

As an equal opportunity employer, we do not discriminate on the basis of race, colour, caste, gender, origin, etc. We are committed to protect and respect human rights related issues such as, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration, etc. Even though a formal Due Diligence is not conducted, we ensure to incorporate the aforesaid principles in our policies and procedures and ensure that they are being followed.

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

At GLS, we have necessary infrastructure in place to make the workplaces accessible to differently abled visitors. Starting from building entrance to the fixtures having push/lever type wash basin along with sufficiently illuminated corridors.

## 4. Details on assessment of value chain partners:



	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently GLS is not assessing the value chain partners on the aforesaid parameters. However, GLS continuously seeks commitment on the same from its value chain partners
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

Not Applicable, the assessment is not being currently done.



SDGs mapped with respect to Principle 5<sup>5</sup>:

	<p><b>SDG 8: DECENT WORK AND ECONOMIC GROWTH:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 8.</li> </ul>
	<p><b>SDG 10: REDUCED INEQUALITIES:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 10.</li> </ul>

**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 22-23	FY 21-22
Total electricity consumption (A)	248552 GJ	229526 GJ
Total fuel consumption (B)	635847 GJ	412931 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	884399 GJ	642457 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00004092	0.00003016
Energy intensity (optional) – the relevant metric may be selected by the entity	1476 GJ/ MT of Product	1121 GJ/ MT of Product

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

Since GLS is engaged in Pharmaceutical sector, it is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency- NMEEE)

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	0	0
(iii) Third party water	308001 KL	352656 KL
(iv) Seawater / desalinated water		
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	308001	352656
Water intensity per rupee of turnover (Water consumed / turnover)	0.00001422	0.0000166
Water intensity (optional) – the relevant metric may be selected by the entity	510 KL/ MT of product manufactured	615 KL/ MT of product manufactured

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

<sup>5</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

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

We have the capability of zero liquid discharge and partially quantity of water discharging to Common effluent treatment plant (CETP) after treatment.

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

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	µg/m <sup>3</sup>	16.13	23.1
SOx	µg/m <sup>3</sup>	9.46	8.96
Particulate matter(PM)	µg/m <sup>3</sup>	49.67	42.31
Persistent organic pollutants (POP)		NIL	
Volatile organic compounds (VOC)			
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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	12798	26879
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	96293	49900
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000504	0.00000360
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		181 MT of CO <sub>2</sub> equivalent/ MT of Product	134 MT of CO <sub>2</sub> equivalent/ MT of Product

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

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

To achieve this, we are working on energy conservation projects like energy efficient compressors and motorsetc. Bio briquette boiler Has been installed and commenced to operate at Dahej site, which resulted in emission reduction by avoiding the fossil fuels (Natural gas) consumption. Similarly, at Ankleshwar site Bio briquette boiler construction is in progress. At GLS, we started using partial amount of renewable energy (Hybrid power of Solar & Wind) at Ankleshwar site and Solar panels are installed in Mohol & Kurkumbh sites.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	566	475
E-waste (B)	0	0
Bio-medical waste (C)	6	14
Construction and demolition waste (D)	0	0
Battery waste (E)	3	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	11791	9494
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	809	881
Total (A + B + C + D + E + F + G + H)	13175	10864

Parameter	FY 22-23	FY 21-22
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	3614	2301
(ii) Re-used	7098	4330
(iii) Other recovery operations	2463	4233
Total	13175	10864
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	440	1108
(ii) Landfilling	2022	2244
(iii) Other disposal operations	10712	7512
Total	13175	10864

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

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.

We have the effluent collection, treatment and recycling facility. We are recycling the waste water generated from the process and domestic applications and reusing the recycled water. Partial quantity of treated effluent being sent for government authorised common effluent treatment plant (CETP). Solvents are being recovered and reused in the process and partially quantities are being sent to authorised recyclers. For solid waste we are sending to both landfill and co-processing units. Spent oils/ process residues are being sent to incineration. Plastic waste is being sent to authorised recyclers. Bio-medical waste is being sent to authorised disposal facility.

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:

S. No.	Location of operations/offices	Types 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.
	GLS does not carry its operations in any ecologically sensitive areas.		

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
Not Applicable					

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:

Serial Number	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 taken, if any action
Yes, we have complied all applicable environmental laws/regulations.				

## Leadership Indicators

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

Parameter	FY 22-23	FY 21-22
From renewable sources		
Total electricity consumption (A)	24109 GJ	7747 GJ
Total fuel consumption (B)	32624 GJ	18610 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	56733 GJ	26357 GJ
From non-renewable sources		
Total electricity consumption (D)	224443 GJ	221780 GJ
Total fuel consumption (E)	605447 GJ	394321 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	829890 GJ	616101 GJ

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- Assessment or evaluation is not conducted. However, currently the same is being done in-house

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
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		NIL
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	531	2783
(iv) Sent to third-parties		
- No treatment		NIL
- With treatment – please specify level of treatment	44656	45063
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		NIL
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Assessment or evaluation is not conducted. However, currently the same is being done in-house.

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

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

- (i) Name of the area
- (ii) Nature of operations

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable

Not Applicable

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 - Assessment or evaluation is not conducted. However, currently the same is being done in-house.

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Assessment or evaluation is not conducted.

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

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	In Ankleshwar Plant as on today 15% of electricity is from Wind Energy. By end of Q3 Hybrid power (Solar + Wind) will be available and contribute 32% of total electricity demand from Q3 of FY 23.	Nil	Reduction in Scope-2 emissions
2	Replacement of 4 no's of 19TR reciprocating compressors having life of more than 30 years with 40TR Screw Compressor		Energy saving is 4,71,376 kwh per year
3	Assessment of Cooling Tower pumps flow and head requirements and replace impellers as desired to conserve energy		Energy saving is 1,68,000 kwh per year
4	Migration from high steam and energy consuming technologies like MEE to non-steam and low energy consuming Low Temperature Evaporator (LTE) for R O plant reject waste water evaporation.		Low steam consumption shall result in decrease in scope-2 emissions
5	Plantation of 10800 trees in Gujarat		16,200 Tonnes of Carbon Absorption in lifespan

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

At GLS, we have a Business Continuity Plan (BCP) that gives guidance and commitment on continuity of service even after business disruption happens due to disasters or by any unplanned means. To ensure the continuity of business, assessing each possible disruption is important. Similarly, knowing the impact of each scenario and recovery strategy for corresponding scenario needs to be documented, updated and tested. All vital information which is critical for recovery of business needs to be documented as a part of BCP. The primary objective of BCP is to ensure continuation of Business critical services by minimizing the impact of any disruption to availability of staff, IT, Plant/Equipment, Records and Third-party. BCP contains all the detailed risk assessments and impact analysis with respect to its risk matrix, evaluation is conducted. It also contains prevention measures, mitigation, recovery strategies and procedures. For all incidents SOP QA09 to be followed which is drafted for incident management.

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

There is no significant adverse impact to the environment arising from the value chain of the entity. The Company ensures that it takes adequate measures to ensure that no operation arising from value chain impacts the environment.

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

Not Applicable, as no significant adverse impact to the environment was marked in the reporting year.

#### SDGs mapped with respect to Principle 6<sup>6</sup>:



#### SDG 3: GOOD HEALTH AND WELL BEING:





- Please refer to Principle 3, for the initiatives mentioned under SDG 3



#### SDG 6: CLEAN WATER AND SANITATION:

- Please refer to Principle 2, for the initiatives mentioned under SDG 6

<sup>6</sup>The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

	<p><b>SDG 7: AFFORDABLE AND CLEAN ENERGY:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 7</li> </ul>
	<p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 12</li> </ul>
	<p><b>SDG 13: CLIMATE ACTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 13</li> </ul>
	<p><b>SDG 15: LIFE ON LAND:</b></p> <ul style="list-style-type: none"> <li>The key facets of GLS environment sustainability initiatives include shifting to renewable sources of energy, creating carbon sinks through tree plantations, improving water conservation practices, enhancing energy efficiency and enhancing the resilience of their operations.</li> <li>In the financial year 2023, GLS reused and recycled 10,712 MT of hazardous waste through co- processing at its manufacturing facilities thereby reducing the emissions.</li> <li>Hazardous Waste is being disposed for Co-Processing in Cement Industry as per <i>Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016</i></li> </ul>

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective active taken
Not applicable		

**Leadership Indicators**

1. Details of Public Policy Positions advocated by the entity:

Sr. No	Public advocated policy	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
Not applicable					

GLS through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. GLS has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not Applicable- SIA is not applicable to our entity

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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We have no ongoing projects on R&R

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

We do not have set procedure or mechanism to redress grievances of the Community. However, considering it as an important aspect of nurturing relationship with the community as our stakeholder, we try to take necessary steps via our CSR activities. For more references please refer to Community Initiatives under Sustainability part which is present in our website.

URL: <https://www.glenmarklifesciences.com/communities.php>

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

	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	376 cr	247 cr
Sourced directly from within the district and neighbouring districts	No input material sourced directly from districts and neighbouring districts	

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
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Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada	1,56,94,500

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

Considering the nature of operations and activities of GLS, we have to strictly abide by certain regulatory restrictions and quality standards. We operate in a highly regulated industry and are governed by USFDA and our procurements can only be procured from certain class of suppliers. However, we ensure that there is no preferential treatment or discrimination is made on any other basis.

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

Not Applicable



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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Not Applicable

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

Name of authority	Brief of the case	Corrective Action taken
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Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	<p><b>Access to Healthcare for Women and Children</b></p> <ol style="list-style-type: none"> <li>Project Sampurna, a holistic healthcare initiative for women and children</li> <li>The project encompasses the entire spectrum of women and children - from girls in their adolescence to women in their post pregnancy stage and children till 5 years of age.</li> <li>The project focuses on providing special assistance to the Asha workers through "Arogyasakhi Model" with complete health check-up of the women and adolescent girls from underprivileged sections of the society.</li> <li>Project provides the awareness about health &amp; hygiene and distributes eco-friendly organic sanitary napkins.</li> </ol>	<ol style="list-style-type: none"> <li>Over 2,70,574 Women and adolescent girls.</li> <li>Over 12,091 Children</li> </ol> <p><b>Geographical Location</b> - Mohol, Solapur, Daundh, Mahape, Turbhe (Maharashtra), Ankleshwar, Bharuch, and Dahej (Gujarat)</p> <p>2,82,665</p>	100% for all mentioned projects
2.	<p><b>Water Stewardship</b></p> <ol style="list-style-type: none"> <li>Water stewardship project started with the aim of identifying opportunities to reduce and replenish water usage through Water Harvesting and Conservation projects, by adopting lakes around our facilities and providing clean drinking water.</li> <li>We encourage timely intervention to save water through rain water harvesting with techniques such as deepening of the existing water bodies (Nalas, Lakes, and Ponds), creating the farm recharge ponds, farm bunding, percolation tank, and check dam in rural and semi urban and urban areas.</li> </ol>	<ol style="list-style-type: none"> <li>Impact Area Coverage: 41,527 (Ha)</li> <li>Impact Water Harvesting: Over 7,84,870 KL</li> <li>Impact Outreach: Over 2500 Farmers and Community People Benefitted</li> </ol> <p><b>Geographical Location:</b> Dochaki, Mahudipada, Dadwada (Handi), Chhatwada, Nandod (Gujarat), Telangvadi, Devali, Siddheswar, Morvanchi, Ranmasale, Khuneshwar, Mohol (Maharashtra)</p>	
3	<p><b>Community Development</b></p> <ol style="list-style-type: none"> <li>support local community initiatives focusing on holistic development of the villages, slum and backward areas by identifying the critical needs - focusing on education, women empowerment, skill development, disability, infrastructure support, tree plantation &amp; carbon neutrality.</li> <li>To extend support to senior citizens with multiple initiatives and programs near our manufacturing facilities and to the physically weak &amp; disabled individuals too.</li> </ol>	<ol style="list-style-type: none"> <li>Tree Planted: 10,800, Area Coverage: 69,772 Square Foot,</li> <li>Impact Carbon Absorption: 16,200 tonnes CO2</li> <li>Impact Outreach: Over 18,084 community people benefitted</li> </ol> <p><b>Geographical Location:</b> Ghoda,Dabhavan, Vaghela Fatiyu,Lakhigam(Gujarat), Pune, Mahape, Turbhe, Daundh, Kurkumbh, Mohol, Borivali, Parel (Maharashtra)</p> <p><b>18,084 +</b></p>	

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
4	<p><b>Access to Education</b></p> <ol style="list-style-type: none"> <li>Started “Project ViGyasa” with the aim to nurture young scientific minds in Government, Municipal and other schools funded by the State Government, Central Government, Trust etc.</li> <li>To provide scientific kits to the school children, develop integrated science labs by focusing on the aspects of chemistry, create mini science labs which will help the children from 1st to 10th standard to learn science subjects through practical applications and enhance their interest towards the scientific education.</li> <li>To provide the specialised and focused training and conduct science workshops for the school children and organize trainings for the teachers to equip them with the functioning of the Integrated Science Labs and enrich their knowledge.</li> </ol>	<p>Impact Outreach School:18 Impact Outreach Children: Over 6,000</p> <p><b>Geographical Location:</b> Belvali, Nere, Shivkar, Chindran, Shivkar, Taloja (Panvel-Raigad), Juhinagar, Turbhe,( Navi Mumbai-Thane)-Maharashtra, Dabhavan, Debar, Sankoi, Galiba, Kochbar (Gujarat)</p> <p><b>6,000 +</b></p>	

**SDGs mapped with respect to Principle 8<sup>7</sup>:**

	<p><b>SDG 2: ZERO HUNGER:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 2</li> </ul>
	<p><b>SDG 3: GOOD HEALTH AND WELL-BEING:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 3, for the initiatives mentioned under SDG 3.</li> </ul>

**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.

At GLS, we have a customer experience (CX) team of that comprises of professionals who analyse customer queries, feedback and data, and share insights with the rest of the organization. Customer experience (CX) team focuses on the relationship between a business and its customers. Customer Experience department has established “Single Point of Contact“ for each customer making every customer interaction easy. Providing each customer with personalized attention is key to delivering a seamless and holistic experience we strive to make the customer’s submission process as seamless as possible.

*[Note: Since the Company is into B2B business it does not directly interact with retain consumers]*

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

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

<sup>7</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).

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

	FY 22-23		Remarks	FY 21-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		Not Applicable
Forced recalls		

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

At GLS, we have adopted a number of information security technologies and products to safeguard our intellectual property and to ensure data security. Further, we comply with the highest standards of data privacy through our privacy policy. Data privacy policy is available at Intranet.

## 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.

Not Applicable

**Leadership Indicators**

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

The Platforms used for information of products of GLS are- Website, Annual Report, Social Media and Advertisements. Information relating to all the products are available at our official website: <https://www.glenmarklifesciences.com/>

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

Not Applicable

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

Not Applicable

## 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)

Not applicable. GLS is in regulated B2B business where product information on the product is as mandated by regulatory of various countries.

## 5. Provide the following information relating to data breaches:




## a) Number of instances of data breaches along-with impact

None

b) Percentage of data breaches involving personally identifiable information of customers

None

**SDGs mapped with respect to Principle 9<sup>8</sup>:**

	<p><b>SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 2, for the initiatives mentioned under SDG 12</li> </ul>
	<p><b>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 1, for the initiatives mentioned under SDG 16</li> </ul>
	<p><b>SDG 17: PARTNERSHIPS FOR THE GOALS:</b></p> <ul style="list-style-type: none"> <li>Please refer to Principle 1, for the initiatives mentioned under SDG 17</li> </ul>

ALL 17 SDGs:

Goal	Goal statement
Goal 1: No Poverty	An aim to eradicate poverty in totality
Goal 2: Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
Goal 3: Good Health & Well Being	Promotes a better and a healthy lifestyle along with well being
Goal 4: Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
Goal 5: Gender Equality	Ensures no bar with respect to gender and focuses upon women/girl empowerment
Goal 6: Clean Water & Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
Goal 7: Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8: Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9: Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10: Reduced Inequality	Reduce inequality within and among countries
Goal 11: Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12: Responsible Consumption & Production	Ensure sustainable consumption and production patterns
Goal 13: Climate Action	Take urgent action to combat climate change and its impacts
Goal 14: Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15: Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16: Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17: Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

<sup>8</sup> The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf).



Employees volunteering for tree plantation program



Distribution of sanitary pad disposal incinerator machineries at Solapur



Science kit distribution to school children under Project VIGyasa an educational initiative

Free health check-up camp for women under project Sampurna – a healthcare initiative