

Annexure VIII

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Company	L24110GJ1969PLC001590
2	Name of the Company	THEMIS MEDICARE LIMITED
3	Year of incorporation	1969
4	Registered address	Plot No 69-A, GIDC Industrial Estate, Vapi - 396 195, Dist- Valsad, Gujarat
5	Corporate address	11/12 Udyog Nagar, S.V Road, Goregaon West, Mumbai – 400 104
6	Website	www.themismedicare.com
7	Telephone No.	022-67607080
8	E-mail id	themis@themismedicare.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 9,20,07,700/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sangameshwar Iyer Company Secretary Themis Medicare Ltd. 11/12 Udyog Nagar, S.V. Road, Goregaon West, Mumbai – 400 104 Tel: 022-67607080 Email: sangameshwar.iyer@themismedicare.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).	Standalone Basis

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	Manufacture of Pharmaceuticals & Medicinal Chemicals	Manufacturing and sales of Pharmaceutical products and Active Pharmaceutical Ingredients (API).	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	Manufacture of Pharmaceuticals & Medicinal Chemicals.	2100	100%

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

Location	Number of Plants	Number of R&D Centers	Number of Warehouses	Number of Corporate Offices	Total
National	3	3	6	1	13
International	NA	NA	NA	NA	NA

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

Locations	Number
National (No. of States)	All States and Union territories
International (No. of Countries)	The Company markets in over 44 Countries and has more than 4000 stockists in nationwide

b. What is the contribution of exports as a percentage of the total turnover of the entity?
41% (standalone)
c. A brief on types of customers:

In respect of formulations, our ultimate customers are patients who use our medicines. Healthcare Professionals are our secondary customers who prescribe TML products to the patients. Stockists and Distributors are our primary customers who reach our products to pharmacies from where patients buy the medicines. In respect of Active Pharmaceutical Ingredients, the Company's customers are the manufacturers of formulations.

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	960	890	92.70	70	7.29
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	960	890	92.70	70	7.29
WORKERS						
4.	Permanent (F)	36	36	100	-	-
5.	Other than Permanent (G)	156	142	91.02	14	8.97
6.	Total workers (F + G)	192	178	92.70	14	7.3

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	1	1	100	-	-
3.	Total differently abled employees (D + E)	1	1	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
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	2 *	2 *	-
Key Management Personnel	-	-	-

* Including one Alternate Director Mrs. Reena S Patel upto 2nd May, 2023.

20. Turnover rate for permanent employees and workers

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.41%	2.59%	3.01%	3.49%	3.65%	3.93%	3.32%	4.37%	4.05%
Permanent Workers	0.30%	0%	0.30%	0%	0%	0%	0%	0%	0%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
21. (a) Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of sharehold by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gujarat Themis Biosyn Ltd	Associate	23.19% Listed	No. However, it is a listed entity to which BRSR is applicable,
2	Long Island Nutritionals Pvt. Ltd.	Associate	37.14% Unlisted	No
3	Artemis Biotech Limited	Subsidiary	95% Unlisted	No
4	Themis Lifestyle Private Limited	Subsidiary	100% Unlisted	No
5	Carpo Medical Limited	Subsidiary (in UK)	100% Unlisted	No
6	Carpo Investments Ltd.	Subsidiary (in UK)	100% Unlisted	No
7	Richter Themis Medicare (India) Pvt. Ltd.	Joint venture	49% Unlisted	No

VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover Rs. 354.32 Crores (Standalone FY 2022-23)
 (iii) Net worth Rs. 248.05 Crores (Standalone FY 2022-23)

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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	NA	The Company has no investors other than shareholders.					
Shareholders	No *	2	Nil	None	Nil	Nil	Nil
Employees and workers	No	Nil	Nil	Nil	Nil	Nil	Nil
Customers	No	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	No	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	NA	Nil	Nil

*While there is no shareholders grievance redress policy, the complaints received from the shareholders are attended promptly by the R & T agents and secretarial team. Stakeholder Relationship Committee of the Board oversees and looks into grievances not resolved in the specified time frame.

HR has laid down system to address grievances of employees and workers. Their complaints can be submitted to the HR head and plant head through emails or suggestion boxes. Company has also put in place Whistle Blower Policy and mechanism to enable the employees to raise their concerns, wrongdoing and other irregularities noticed in the Company without any fear of reprisal or reprimand.

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

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

i. Product quality and safety

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk / opportunity	<p>Risk rationale Product quality and safety is most important for retaining customers. Any gap with respect to customer expectations impacts revenue.</p> <p>Opportunity rationale Enhancing product quality and safety and meeting the customer expectations will get more customers and revenue.</p>
In case of risk, approach to adapt or mitigate	We have stringent quality control and quality assurance processes which ensures that every single product manufactured by the Company meets highest quality standards set by itself and regulators.
Financial implications of the risk or opportunity (Indicate Positive / Negative Implications)	Positive: Enhancing product quality and safety will lead to an increased customer base and earnings.

ii. Occupational Health and Safety

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk / opportunity	<p>Risk rationale</p> <ul style="list-style-type: none"> • Unhealthy, unsafe and hazardous work conditions can cause physical and mental harm to workers' health and reduced productivity. • Any gap in meeting Health & Safety (HS) regulatory standards can lead to penal actions which can be negative for business. <p>Opportunity rationale</p> <ul style="list-style-type: none"> • Besides reducing costs, effective safety and health management promotes efficiency. • Fewer HS issues result in higher productivity and better quality products.
In case of risk, approach to adapt or mitigate	Committed to providing effective HS management system by: <ul style="list-style-type: none"> • Providing safe and healthy working conditions for the prevention of work-related injury and ill health. • Meeting the regulatory standards & requirements and • Taking steps for continued improvement. • Conducting periodic audits to identify HS risks. • Proactive steps to minimize and mitigate it.
Financial implications of the risk or opportunity (Indicate Positive / Negative Implications)	<p>Positive: Continuous improvement of HS standards leads to high production efficiency & better profitability as also higher employee morale and better brand image of the Company amongst regulators and investors.</p> <p>Negative: Lack of HS at the workplace will result in higher medical costs & increased cost of repair, damages etc.</p>

iii. Regulatory Compliance

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk / opportunity	<p>Risk rationale Pharmaceutical industry is a highly regulated industry globally. Even a minor non-compliance may result in loss of reputation & business.</p> <p>Opportunity rationale Strict and proactive regulatory compliance provides competitive advantage.</p>
In case of risk, approach to adapt or mitigate	<p>Regulatory compliance is managed through:</p> <ul style="list-style-type: none"> • Tracking and managing all the compliances at different level, with maker & checker concept. • Standard Operating Practices (SOPs) and protocols laid down for every compliance requirement. • Review by quality assurance team along with cross functional team every four months. • Expert consultants for internal audits.
Financial implications of the risk or opportunity(Indicate Positive / Negative Implications)	<p>Positive: Competitive advantage helps in augmenting sales & profits on sustainable basis.</p> <p>Negative: Loss of sales and profits, impacts growth in long term.</p>

iv. Product innovation

Indicate whether risk or opportunity	Opportunity
Rationale for identifying the risk / opportunity	Helps us stay relevant in our market, stay ahead of the competition and continue growing over time. It is essential for our long-term viability.
In case of risk, approach to adapt or mitigate	We have state-of-the-art R & D facilities that continuously work on product innovation while assuring best product quality and safety.
Financial implications of the risk or opportunity(Indicate Positive / Negative Implications)	Positive: This has direct financial implications on growth, revenue and profits.

v. Sustainable Supply Chain Management

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk / opportunity	<p>Risk rationale</p> <ul style="list-style-type: none"> • Sustainable supply chain management involves integrating environmentally and financially viable practices into the complete supply chain lifecycle; from product design and development to material selection, (including raw material extraction), manufacturing (energy intensive production), packaging, transportation, warehousing, distribution, consumption, return and disposal. • Complexity of myriad supplier relationships and border crossings makes supply chain sustainability challenging. • Supply chain not offering dignified, safe work that respects and advances human rights across their value chain, can adversely impact our brand image globally and consequential impact on revenue and growth. <p>Opportunity rationale</p> <ul style="list-style-type: none"> • Sustainable supply chain management assists us in not only reducing our total carbon footprint, but also in optimizing our end- to-end operations to achieve greater cost savings and profitability. • It can give significant saving in expenses over the long term.
In case of risk, approach to adapt or mitigate	We ensure there is no violation of human rights. We also discourage discrimination of any type in the workforce and promote engaging women in the workforce.
Financial implications of the risk or opportunity(Indicate Positive / Negative Implications)	Positive: A commitment to protection of human rights and integrating ESG parameters across the value chain will ensure financial growth for us.

vi. Risk Management

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk / opportunity	<p>Risk and opportunity rationale</p> <ul style="list-style-type: none"> • Managing risk is an interactive process and assists us in setting strategy, achieving objectives, and making informed decisions. It is also part of governance and leadership and how our business is managed at all levels. It is therefore a management system, a tool that is used to assess all types of risks associated with the business and putting in place robust risk management system. • Being in the pharmaceutical business, regulatory compliance risks are very high followed by other risks such as supply-chain risks, quality risks, geopolitical exposures risk, cyber threats, data breaches, etc.

<p>In case of risk, approach to adapt or mitigate</p>	<p>The company’s well-established risk management system includes identification of various risks, analysis & assessment of risks identified, formulation of risk management & mitigation strategies and implementation of the same to minimize the impact of such risks on the operations, if materialised.</p> <p>The process ensures that new risks, which might arise, or the impact of existing risks which might have increased, are identified and strategy is put in place for mitigating such risks.</p> <p>Major risks identified by the management are regulatory, competition, supply chain disruption, cyber & data security along with economic and political risks.</p>
<p>Financial implications of the risk or opportunity (Indicate Positive / Negative Implications)</p>	<p>Positive: Robust Risk management empowers us to proactively assess various risks and take timely actions / measures to minimize the risk materialization and its impact, if materialized.</p>

vii. ESG Governance Risk

<p>Indicate whether risk or opportunity</p>	<p>Both risk & opportunity</p>
<p>Rationale for identifying the risk/ opportunity</p>	<p>Risk rationale</p> <p>ESG governance risks have become more imperative in the business. The Company’s environmental, social and governance factors could create a bad reputation or harm the Company financially.</p> <p>Opportunity rationale</p> <p>Embedding the ESG parameters in the Company’s governance structure will augment performance around ESG aspects and reflect commitment to build a sustainable business.</p> <p>It helps the Company to create financial value in the long run through sustainable methods of production and also balance its financial performance against sustainability risks.</p>
<p>In case of risk, approach to adapt or mitigate</p>	<p>The Company is taking initiatives on the ESG front which will reduce risk considerably.</p>
<p>Financial implications of the risk or opportunity</p>	<p>Positive</p> <p>Various ESG initiatives by the Company will lead to sustainable business in the long run, enhance the brand reputation and increase trust in the investor community.</p>

viii. Talent Management

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk/opportunity	<p>Risk rationale Getting and retaining the right talent is crucial to the success of any organisation. Inability to meet the workforce expectations and well-being may impact the Company's retention rate and adversely affect business operations.</p> <p>Opportunity rationale The Company considers its employees as invaluable assets and is committed to provide a conducive environment that values their contribution and provides them opportunities to grow. This enables the Company to attract and retain the right talent.</p>
In case of risk, approach to adapt or mitigate	<p>The Company invests in training and professional development to equip employees with the necessary skills, domain expertise and latest technology in line with the business strategy. It also conducts employee engagement programmes to keep them motivated.</p> <p>The Company's employee compensation structure and yearly increase in the remuneration of employees coupled with congenial work environment considerably reduces the employee turnover.</p>
Financial implications of the risk or opportunity (Indicate Positive/Negative Implications)	<p>Positive Right talent mix, highly motivated workforce and high retention rate provides the much-needed consistency in the performance of the Company.</p> <p>Negative Inability to meet employee expectations and matching their remuneration to that of competitors, may result in adverse impact on workforce productivity and the Company's growth plan.</p>

ix. Data Integrity and Cyber Security

Indicate whether risk or opportunity	Both risk & opportunity
Rationale for identifying the risk/opportunity	<p>Risk rationale Technology advancement and cyber security risks directly impact business operations. The criticality involved with the technology and cyber security needs to be assessed periodically to prevent any unforeseen breaches of data security and data privacy.</p> <p>Opportunity rationale A sound governance of data integrity and cyber security and various safety features embedded in the management of IT systems, enable the creation of a secure and impenetrable network that adequately supports business operations and thwarts any attempt towards disrupting the workflow.</p>

Indicate whether risk or opportunity	Both risk & opportunity
In case of risk, approach to adapt or mitigate	Strong IT management and monitoring system, anti-virus and fire walls to prevent any data integrity and cyber security breaches. Training and awareness sessions are conducted for the employees to make them conversant with the latest trends in data integrity and cyber security.
Financial implications of the risk or opportunity	Positive Innovative technology, digitalisation initiatives and requisite training to the team will ensure compliance with data security, privacy and prevent any loss of data or cyber-attacks. Negative Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.

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.

PRINCIPLE : 1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
PRINCIPLE : 2	Businesses should provide goods and services in a manner that is sustainable and safe.
PRINCIPLE : 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE : 4	Businesses should respect the interests of and be responsive towards all its stakeholders.
PRINCIPLE : 5	Businesses should respect and promote human rights.
PRINCIPLE : 6	Businesses should respect, protect, and make efforts to restore the environment.
PRINCIPLE : 7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
PRINCIPLE : 8	Businesses should promote inclusive growth and equitable development.
PRINCIPLE : 9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elementsof the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The above mentioned applicable policies are available on website of the Company. https://www.themismedicare.com/investor-relations/policiesandcodes								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Company has translated the policies into procedures and practices wherever applicable.								
3. Do the enlisted policies extend to yourvalue chain partners? (Yes/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.	All our manufacturing sites are adhering to applicable GMP standards, apart from accreditations by Central Drugs Standard Control Organisation (CDSCO: India) and ISO 9001:2015 etc.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable
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) Considering the grave impacts of climate change, we understand our duty towards building a safe and sustainable environment in the pharma industry. This has elevated our commitment to improve ESG performance. We are strengthening our ESG processes and systems across the operations. We are committed to initiatives like, Plastic Waste Management, community upliftment, and so on. We are targeting to improve energy efficiency across operational locations and enhance the proportion of renewable energy sources. Continued engagement and collaboration with our stakeholders is key to our progress and achieving our vision of protecting people and environment.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Dinesh S Patel, Executive Chairman Dr. Sachin D Patel, Managing Director & CEO
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / Directors / Board committees / Board members, wherever applicable.	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board/MD on a quarterly 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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	We haven't carried out an independent assessment/ evaluation of the working of our policies by an external agency. However, the Company internally reviews the working of the above-mentioned policies wherever applicable.								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Business Updates on various functions such as manufacturing facilities, Business Performance, Operations, Production, Products update, Company Policies.	100%
Key Managerial Personnel	1	Regulatory Updates, Statutory Compliances and changes in the regulatory requirements applicable to the industry in which it operates	100%
Employees other than Board of Directors and KMPs	Nil	N.A	N.A
Workers	Nil	N.A	N.A

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year 2022-23 :** Nil
3. **Of the instances disclosed above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed :** Not Applicable
4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy :**

The company has a Code of Conduct for Directors and Senior Management that entails ethical conduct. The Company also has laid down a Business Code of Conduct and Ethics to ensure ethical conduct by employees. Web links of these policies are as under:

<https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct--ethics-23.pdf>

5. **Number of Directors / KMPs / employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption :** Nil
6. **Details of complaints with regard to conflict of interest :** Nil
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 fines / penalties / actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

LEADERSHIP INDICATORS

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

We are in the process of formulating ESG related awareness programmes for them in the coming years.

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

Yes. The Code of Conduct (the "Code") sets forth legal and ethical standards of conduct for Directors and employees constituting senior management Code is designed to deter wrong doing and to promote:

- Conflict of interest
- Compliance with Law
- Treatment to other Employees
- Health and Safety Protection
- Protection of Company's property
- Insider Trading
- Receiving Gifts

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 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable
Capex	Nil	Nil	Not applicable

- 2. a. Does the entity have procedures in place for sustainable sourcing?**

No. Going forward, we will start screening suppliers based on their ESG performance.

b. If yes, what percentage of inputs were sourced sustainably? Not applicable

- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company is adhering to the requirements of Plastic Waste Management Rules laid down by the Central Pollution Control Board.

We also have process in place for disposing waste like e-waste, hazardous waste and other wastes to State Pollution Control Board (SPCB) and authorized agencies.

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

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)? No**
- 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. NA**
- 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).**

Being a pharmaceutical products manufacturer, we cannot utilize reused or recycled input material in production. Based on the product's nature, its cruciality from the perspective of patients' health, safety, compliance with relevant regulations and clinical trials, there is no scope of reusing or recycling any input material directly associated with the products.

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 2023			FY 2022		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	-	-	3.26	-	-	5.94
E-waste	-	-	0.06	-	-	0.02
Hazardous waste	-	-	-	-	-	-
Other waste- Expired Pharmaceutical products waste	-	-	-	-	-	-

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

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	844	844	94.09%	844	94.09%	-	-	-	-	-	-
Female	53	53	5.90%	53	5.90%	53	100%	-	-	-	-
Total	897	897	100%	897	100%	53	100%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	91	91	91%	91	91%	-	-	-	-	-	-
Female	9	9	9%	9	9%	9	100%	-	-	-	-
Total	100	100	100%	100	100%	9	100%	-	-	-	-

Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Nos. varies as per the requirement of the production. However, all the above statutory health benefits are provided to all the employees.

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI for eligible employees	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. **Yes**

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

<https://www.themismedicare.com/uploads/statutory/pdf/business-code-of-conduct--ethics-23.pdf>

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

While the Company grants Maternity leave, it does not have a policy of paternal leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	100	100	100
Total	100	100	100	100

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. No*

Permanent Workers	Not Applicable
Other than Permanent Workers Permanent Employees	Not Applicable
Other than Permanent Employees	Not Applicable

*While the Company does not have a structured mechanism for grievances, however, in case any employee/worker has any grievance, the same is attended to and redressed by the Company.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	831	636	87.48	566	83.97	505	395	85.31	485	86.14
Female	135	91	12.51	108	16.02	86	68	14.68	78	13.85
Total	966	727	100%	674	100%	591	463	100%	563	100%
Workers										
Male	91	91	91	91	91	88	88	90.72	88	90.72
Female	9	9	9	9	9	9	9	9.27	9	9.27
Total	100	100	100%	100	100%	97	97	100%	97	100%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1126	1126	89.29	915	915	91.50
Female	135	135	10.71	86	86	8.5
Total	1261	1261	100%	1001	1001	100%
Workers						
Male	91	91	91	88	88	90.72
Female	9	9	9	9	9	9.27
Total	100	100	100%	97	97	100%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity?** Yes. In all factories.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
Periodical Safety audit is conducted by the Company.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N).** Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?** Yes

11. Details of safety related incidents, in the following format: Not Applicable

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

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

The Company conducts periodical Safety audits and takes measures as recommended by Safety auditors from time to time.

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

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

14. Assessments for the year:

	% 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 were no significant safety related incidents.

LEADERSHIP INDICATORS

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

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

The Company obtains proof and compliance reports from them to that effect.

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: Nil

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

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

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	100% of the value chain partners are assessed and continuously monitored wherever applicable
Working Conditions	

5. 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

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.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes Customers, Employees, Suppliers & Vendors, Regulators, Business Partners, Local communities and Investors / Shareholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised 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	Direct & other communication mechanisms	Need based	To acquaint employees about developments in the Company and address their concerns, if any
Customers (Healthcare professionals, Dealers & Distributors)	No	Meetings	Frequent and need based	To stay abreast of developments in pharmaceutical sector and informing them about products of the company.
Regulators	No	Meetings and other communication mechanisms.	Need based	To stay abreast of the developments in policies and for compliances, approvals, permissions, etc.

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Vendors	No	Emails, meetings	Frequent and need based	Co-ordinate for supply of materials and ensure compliances
Business Partners (third party manufacturers)	No	Emails, meetings	Need based	Address any issues concerning manufacturing operations and supplies
Local communities	Yes	Directly or through CSR implementation partners	Frequent and need based	Support through socially high impact projects
Investors / Shareholders	No	Email, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	To update them about important developments in the Company and address their grievances

LEADERSHIP INDICATORS

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

The process of consultation with stakeholders is delegated to the Managing Director and Senior Management Team of the Company, who in turn hold consultation with different stakeholders on economic, environmental and social topics on a need basis. Board is then apprised on a quarterly basis during the 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.**

Yes. Themis Medicare Ltd. believes in engaging with stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the company.

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

Themis Medicare Ltd. supports the Government's endeavor toward the CSR Rules and implements various initiatives for the upliftment and betterment of disadvantaged, vulnerable and marginalised segments of society. We believe in providing accessible and affordable healthcare/education through various CSR initiatives.

PRINCIPLE 5 Businesses should respect and promote human rights

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity: Nil
2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total(A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1126	NA	NA	1126	89.29%	915	NA	NA	915	91.50%
Female	135	NA	NA	135	10.71%	86	NA	NA	86	8.5%
Other than Permanent	Not Applicable									
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	91	NA	NA	91	91%	88	NA	NA	88	90.72%
Female	9	NA	NA	9	9%	9	NA	NA	9	9.27%
Other than Permanent	Not Applicable									
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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)	2	20650000/-	Nil	Nil
Key Managerial Personnel	2	2601853/-	Nil	Nil
Employees other than BoD and KMP	893	186653/-	30	262276/-

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). No
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. Not Applicable

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Your company prohibits retaliation against anyone who raises or reports concerns and will take disciplinary action to and including dismissal (in accordance with local labour laws) of any employee who threatens or engages in retaliation or harassment of someone who has reported, or is considering reporting, a concern in good faith.

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

Yes, business agreements and contracts entered into by your company with third parties include standard contract clauses for labour rights wherever applicable.

9. Assessments for the year.

Your Company internally monitors compliance for all relevant laws and policies pertaining to these Human Right issues. There have been no observations by local statutory/third parties in India in FY23.

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour Forced/involuntary labour	100%
Sexual harassment	
Discrimination at workplace	
Wages	100%

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

Since your company is compliant, there was no corrective action suggested by any auditing / inspecting authority / official.

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

Nil. We did not receive any grievances / complaints regarding Human Rights principles and guidelines. Maintaining a proactive approach, we have introduced travel guidelines for our women colleagues ensuring their safety at the workplace as well as travelling to and from work.

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

Not Applicable

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

Yes. We are constantly working towards identifying the need of such visitors and proactively supporting on the same. We are also working on the overall accessibility of our office premises to meet the highest standards possible.

4. Details on assessment of value chain partners : Not Applicable.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour / Involuntary Labour	NA
Wages	NA
Others – please specify	NA

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.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
ESSENTIAL INDICATORS
1. Details of total energy consumption (in Giga Joules) and energy intensity.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	24651.45	32196.06
Total fuel consumption (B)	526.19	618.03
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	25177.64	32814.09

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.

Your Company does not have sites / facilities identified as designated consumer under PAT

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in Kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	23692	25227
(iii) Third party water	16800	16200
(iv) Seawater / desalinated water	-	-
(v) Others	10025	25562
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	50517	66989

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

As a part of continual improvement in our environmental performance and to reduce our consumption of natural resources, we have installed effluent treatment plant at our all manufacturing sites to treat the wastewater generated from production processes. We are using this treated effluent for gardening purpose post treatment. This implementation has saved fresh water usage.

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

Parameter	HARIDWAR PLANT			VAPI PLANT			HYDERABAD PLANT		
	Unit	FY 2023	FY 2022	Unit	FY 2023	FY 2022	Unit	FY 2023	FY 2022
NOx	-	-	-	Mg/Nm ³	0	21.27	Ug/m ³	25	25
SOx	-	-	-	Mg/Nm ³	0	35.81	Ug/m ³	13	13
Particulate matter (PM)	-	-	-	Mg/Nm ³	0	102	Ug/m ³	60	60
Persistent organic pollutants (POP)	-	-	-	-	-	-	-	-	-
Volatile organic compounds (VOC)	-	-	-	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-	-	-	-

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Not Applicable

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

	HARIDWAR PLANT		VAPI PLANT		HYDERABAD PLANT	
	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	FY 2022
Total Waste generated (In metric tonnes)						
Plastic waste(A)	3.26	2.39	-	3.55	-	-
E-waste(B)	0.06	0.02	-	-	-	-
Bio-medical waste (C)	-	-	-	-	-	-
Construction and demolition waste(D)	-	-	-	-	-	-
Battery waste (E)	-	-	-	-	-	-
Radioactive waste(F)	-	-	-	-	-	-
Other Hazardous waste. Please specify, If any. (G)					67	55
<i>Used Oil</i>	0.25	0.056			(HTDS Effluents)	(HTDS Effluents)
<i>ETP Sludge</i>	0.19	0.156				
<i>Expired Medicine</i>	12.21	6.118				
<i>Cotton waste</i>	0.164	0.115				
Other Non-hazardous waste generated (H)	-	-	-	-	756	693
Total(A+B+C+D+E+F+G+H)	16.13	8.86	-	3.55	823	748

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	-	-	-	-	-	-
(ii)Re-used	-	-	-	-	-	-
(iii)Other recovery operations	-	-	-	-	-	-
Total	-	-	-	-	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in Metric tonnes)

Category of waste						
(i)Incineration	-	-	-	-	15	13
(ii)Landfilling	-	-	-	-	-	-
(iii) Other disposal operations	-	-	-	-	-	-
Total	-	-	-	-	15	13

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.

Your Company has implemented a comprehensive program for the management of waste generated from our operations. All the waste streams are identified and segregated at source.

We are committed to use environmentally sound methods of the waste disposal. As a part of our resource optimization and waste minimization process, we have implemented a series of initiatives to minimize generation of waste in our manufacturing processes.

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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

During the reporting period, your company has not conducted any environment impact assessment.

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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

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

LEADERSHIP INDICATORS

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

Parameter	FY 2022	FY 2022
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA

From non-renewable sources		
Total electricity consumption (D)	23950.50	32141.68
Total fuel consumption (E)	1482.35	4581.63
Energy consumption through other sources (F)	31.68	82.80
Total energy consumed from non-renewable sources (D+E+F)	25464.53	36806.11

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

No, we have not carried out assessment / evaluation / assurance by any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	In our factory there is no treatment facility effluent directly send to Jeedimetla Effluent Treatment Plant	
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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 : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA

Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water discharge by destination and level of treatment (in Kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	NA	NA

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.

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	1799	3218
Total Scope 3 emissions per rupee of turnover		Nil	Nil
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

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.

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 (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
Not Applicable			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. No
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.
No adverse impact and hence no adaptation measures have been taken by the Company.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable

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

ESSENTIAL INDICATORS

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Drug Manufacturers Association (IDMA)	National
2	Pharmaceuticals Export Promotion Council of India (PHARMEXCIL)	National
3	Indian Pharmaceutical Association (IPA)	National

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

Not applicable since there were no cases of anti-competitive conduct by the Company during the FY 2022-23

LEADERSHIP INDICATORS

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

We work closely with various trade and industry associations including industry representations to the government and regulators. We ensure that policy advocacy is carried out in a transparent and responsible manner taking into account our as well as the larger national interest.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

The Company undertakes its CSR initiatives directly and through various implementation agencies in accordance with the applicable laws. Details of CSR initiatives taken by the Company and agencies and impact assessment thereof are provided in the **Annexure V** to the Directors' Report.

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

Not Applicable

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

The company has mechanisms to receive and redress grievances of various stakeholders. Grievances of the community are directly handled by our CSR implementation partners (NGOs).

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	38%	37%
Some directly from within the district and neighboring districts	10% (Approx.)	9% (Approx.)

LEADERSHIP INDICATORS

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

Not Applicable

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

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

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

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 Company (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
	Nil	-	-	-

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

Not Applicable.

6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
	Healthcare including Preventive Healthcare by training and upskilling of Healthcare related professionals	6008	Not applicable

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

ESSENTIAL INDICATORS

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

The company has standard procedures for handling and investigating product quality complaints that are received from various sources such as customers, regulatory agencies, doctors, distributors, suppliers. All the complaints are investigated within a reasonable time and relevant actions are taken to avoid recurrence.

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

Parameter	As a Percentage of Total turnover
Environment and social parameters relevant to the product	Nil
Safe and responsible usage	100% of our products carry information about its responsible and safe usage. We display relevant information on the product labels as per the requirement of national and international regulatory bodies guidelines for responsible and safe consumption of medicine.
Recycling and / or safe disposal	While our product are not recycled, we dispose of our unsold expired/ recalled products as per rules mandated by the applicable law.

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential Services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

In the regular course of business, we receive and resolve all our customers queries in a timely manner. Currently, there are no litigations in the respect of the enlisted matters.

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

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

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

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:

For FY 2022-23, there were no complaints received for issues pertaining to delivery of essential services, advertising, action taken by regulatory authorities on safety of products / services.

LEADERSHIP INDICATORS

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

Information related to our products and services can be found on our website: www.themismedicare.com

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

We adhere to relevant regulatory requirements by disclosing information to our stakeholders on the safe and responsible usage of products. The packaging or information label attached to each product informs the consumers about instructions for safe use, composition, effects, and guidance on appropriate storage conditions, among others. We empower our patients towards self-management of their conditions through education, support, technology and training that play a critical role in preventing acute complications and reducing long-term health risks.

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

As per the guidelines of National Pharmaceutical Pricing Authority, we disclose discontinuation of any scheduled formulation by issuing a public notice for relevant stakeholders in addition to informing the Government at least six months prior to the intended date of discontinuation.

4. Does the Company display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) No. If yes, provide details in brief. NA.

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

Yes, we regularly carry our such surveys with doctors. This is used for assessment and improvement of processes internally. In case of any disruption / discontinuation of essential services like supply of medicine, we get the status of the product in the market from supply chain team and respond to our customers.

When we get queries about product shortage, either our Supply chain customer relations team to the customer or we get the status of the product in the market from supply chain team and respond to the customer accordingly.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along- with impact

No data breaches were recorded in FY 2022-23.

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

No data breaches were recorded in FY 2022-23