

Date: 21st June, 2024

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

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

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2024

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of the Business Responsibility and Sustainability Report of the Company for the financial year ended 31st March, 2024.

We request you to kindly take the same on record.

Thanking you,
Yours faithfully,
For Alembic Pharmaceuticals Limited

Manisha Saraf
Company Secretary

Encl.: A/a.

ALEMBIC PHARMACEUTICALS LIMITED

Business Responsibility & Sustainability Report [BRSR]

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ2010PLC061123
2	Name of the Listed Entity	Alembic Pharmaceuticals Limited (APL)
3	Year of incorporation	2010
4	Registered office address	Alembic Road, Vadodara – 390003, Gujarat, India
5	Corporate address	Alembic Road, Vadodara – 390003, Gujarat, India
6	E-mail:	apl.investors@alembic.co.in
7	Telephone	+91-265-663 7000
8	Website	www.alembicpharmaceuticals.com
9	Financial year for which reporting is being done	1 st April 2023 to 31 st March 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹39.31 Crore
12	Contact Person	
	Name of the Person	Mr. Sushil Kharkwal, Head EHS
	Telephone	+91 267 666 4186
	E-mail address	sushil.kharkwal@alembic.co.in
13	Reporting Boundary	
	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
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing of Pharmaceuticals	Manufacture and trade of active pharmaceutical intermediates and finished dosage formulations.	100.00

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

S. No.	Product/Service	NIC Code (last 3 digits)	% of Total Turnover contributed
1	Manufacture and trade of active pharmaceutical intermediates and finished dosage formulations.	210	100.00

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	11*	2	13
		International	0	3	3
19	Market served by the entity	Locations	Numbers		
	a) No. of Locations	National (No. of States)		33#	
		International (No. of Countries)		78 (worldwide)	
	b) What is the contribution of exports as a percentage (%) of the total turnover of the entity?		58%		
	c) A brief on types of customers	Alembic's products are broadly classified into Active Pharmaceuticals Ingredients (APIs), Formulations, and International Generics, serving a large international and national customer base across various geographies. Customers include: <ul style="list-style-type: none"> • API: Pharmaceutical Companies engaged in formulation business • Formulations: Patients, healthcare facilities • International Generics: Patients, healthcare facilities • Alembic may also engage in trading activities as part of its overall business strategy. 			

* 9 Manufacturing Plants and 2 R&D Centers

Includes Union territories

IV. Employees

20. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a) Employees and workers (including differently-abled)						
Employees						
1	Permanent Employees (A)	14,071	13,410	95.30	661	4.70
2	Other than Permanent Employees (B)	0	0	0.00	0	0.00
3	Total Employees (A+B)	14,071	13,410	95.30	661	4.70
Workers						
4	Permanent (C)	787	786	99.87	1	0.13
5	Other than Permanent (D)	2,526	2,427	96.08	99	3.92
6	Total Workers (C+D)	3,313	3,213	96.98	100	3.02
b) Differently abled employees and workers						
Employees						
1	Permanent Employees (E)	6	4	66.67	2	33.33
2	Other than Permanent Employees (F)	0	0	0.00	0	0.00
3	Total Differently Abled Employees (E+F)	6	4	66.67	2	33.33
Workers						
4	Permanent (G)	2	2	100.00	0	0.00
5	Other than Permanent (H)	9	9	100.00	0	0.00
6	Total Differently Abled Employees (G+H)	11	11	100.00	0	0.00

21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	11	1	9.09
2	Key Management Personnel (other than Executive Directors)	1	1	100.00

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

Category	FY 2023-24* (Turnover rate in current FY, %)			FY 2022-23* (Turnover rate in previous FY, %)			FY 2021-22* (Turnover rate in previous FY, %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	32.92	21.11	31.12	26.91	28.46	26.97	27.26	23.49
Permanent Workers	8.25	0.00	8.24	4.38	0.00	4.37	5.25	0.00	5.23

*In the FY 2023-24 data disclosed for the all units and in FY 2022-23 and FY 2021-22 data included International Business Unit Only.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nirayu Limited	Holding	0	No
2.	Alembic Pharmaceuticals Inc.	Subsidiary	100	No
3.	Alembic Global Holding SA	Subsidiary	100	No
4.	Alembic Pharmaceuticals Australia Pty Ltd.	Subsidiary	100	No
5.	Alembic Pharmaceuticals Europe Ltd.	Subsidiary	100	No
6.	Alnova Pharmaceuticals SA	Subsidiary	100	No
7.	Alembic Pharmaceuticals Canada Ltd.	Subsidiary	100	No
8.	Alembic Pharmaceuticals Chile SpA	Subsidiary	100	No
9.	Alembic Pharmaceuticals S.A de C.V.	Subsidiary	99	No
10.	Genius LLC	Subsidiary	100	No
11.	Alembic Labs LLC	Subsidiary	100	No
12.	Okner Realty LLC	Subsidiary	100	No
13.	Rhizen Pharmaceuticals AG	Associate	50	No
14.	Incozen Therapeutics Pvt. Ltd.	Associate	50	No
15.	Dahlia Therapeutics SA	Associate	50	No
16.	Alembic Mami SPA	Joint venture	49	No
17.	SPH Sine Alembic (Shanghai) Pharmaceutical Technology Co. Ltd.	Joint venture	44	No

VI. CSR Details

24 a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable as per Section 135 of Companies Act, 2013 to the Company.
Turnover (in ₹)	₹5,874.06 Crores
Net worth (in ₹)	₹4,921.44 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
Shareholders	Yes		14	0	NA	23	0	NA
Employees and workers	Yes		0	0	NA	0	0	NA
Customers	Yes		352	7	NA	303	1	NA
Value Chain Partners	Yes		0	0	NA	0	0	NA
Other (Please Specify)	Yes		0	0	NA	0	0	NA

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
1. Human Rights	Risk	Human rights exert a substantial influence on the entire supply chain and can significantly damage a company's reputation and public relations if violated. Consequently, this underscores the importance of this topic for the Company.	The Company has shifted its focus towards creating an enabling, supportive, and safe environment for its employees. Additionally, it has implemented a policy to prevent sexual harassment and established a robust grievance redressal mechanism to address violations of human rights.	Costs incurred in implementing systems to ensure adherence to human rights principles may pose negative implications, including financial burdens and operational disruptions. However, investing in these systems can yield positive outcomes such as enhanced reputation, increased consumer trust, and improved employee morale and productivity.
2. Product Quality and Safety	Risk	With heightened regulatory constraints on product quality to safeguard consumer safety, it is imperative to comply with them rigorously to prioritize consumer-centricity.	The Company prioritizes its quality commitments, fostering an environment where everyone embraces a culture of quality to produce responsible work. Alembic has consistently invested in initiatives to enhance quality across its plants, ensuring compliance with international standards and regulations.	This dedication leads to positive implications such as increased customer loyalty and acceptance.
3. R&D and Innovation	Opportunity	In today's market, there are numerous opportunities to create innovative solutions and cater to customer needs. By proactively engaging in research and development (R&D), companies can enhance operational efficiency, productivity, and accuracy.	Alembic's R&D teams remain updated on the latest product development tools and technologies to gain a competitive edge in the market. Additionally, the company has made substantial investments to strengthen R&D capabilities in various high-growth and high-value therapy areas.	This results in a positive impact, including increased productivity and the development of new products.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
4. Digital Business model and digitization	Opportunity	With the rapid advancement of technology and innovation, the pharmaceutical industry is witnessing a significant shift towards digitization. This transformation is expected to revolutionize various aspects of the industry, including the emergence of e-pharmacies, digital clinical trials, digital pills, artificial intelligence tools, and the production of precise medicines	Alembic is actively embracing this digital evolution by focusing on digitizing its operations. To achieve this goal, the company has developed a detailed digital blueprint, which will be implemented in a phased manner.	The adoption of digital technologies is anticipated to yield several positive outcomes, including enhanced precision, increased efficiency, improved quality, and enhanced productivity throughout the organization.
5. Pharmacovigilance	Risk	Pharmacovigilance is intrinsically linked with pharmaceutical products' hazards, necessitating diligent monitoring of their effects to identify adverse reactions. This monitoring is paramount for ensuring patient safety.	To this end, the Company has established a dedicated portal for reporting side effects of its products, facilitating the systematic recording of Pharmacovigilance risks post drug administration. Additionally, a customer care number is provided on the portal for individuals to report Adverse Drug Reactions (ADR) promptly. Furthermore, Corrective Action and Preventive Action (CAPA) protocols are enforced for each ADR incident, incorporating measures such as change control and impact analysis.	Despite the imperative nature of these measures, there may be negative implications, primarily stemming from the additional costs associated with monitoring and tracking procedures.
6. Clinical Trial Conduct	Risk	Clinical trials are pivotal in advancing medical science, developing novel treatments, and safeguarding patient welfare. Compliance with stringent regulatory frameworks is imperative to uphold integrity and mitigate risks that could adversely impact the Company's reputation.	The Company diligently ensures adherence to all regulatory stipulations throughout the clinical trial lifecycle, encompassing comprehensive protocols, informed consent acquisition from participants, prioritization of patient safety, preservation of data integrity, and protection of participant confidentiality.	While implementing these measures may entail additional expenditures, they are indispensable for upholding ethical standards and ensuring the reliability and success of clinical trials as well as negative implications.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
7. Resilient Business Performance	Risk	Disruptions to business operations can stem from various sources such as shifts in the business landscape, evolving regulatory requirements, and natural or man-made disasters. Therefore, it is crucial for a Company to establish a robust business continuity and resilience mechanism to ensure uninterrupted business performance.	To address these challenges, we have implemented a comprehensive risk management mechanism aimed at effectively identifying and managing emerging risks. This includes the development of mitigating strategies to address potential threats. Additionally, we have formulated and implemented a Business Continuity Plan (BCP). This plan delineates specific emergency scenarios and outlines a structured approach for response, rescue, and recovery efforts. Initially implemented for our formulation unit, we are in the process of extending this plan to cover our other facilities in the future.	Despite the importance of these preparedness measures, there may be negative implications associated with the expenditure required for their implementation.
8. Human Resource Development	Opportunity	In today's rapidly changing technological landscape and with the availability of highly skilled and knowledgeable workers, it has become crucial for organizations to focus on developing and retaining the right talent to ensure effective and profitable operations. Alembic recognizes the importance of talent development and has implemented a comprehensive learning management system (LMS) designed to provide essential training modules to all employees.	Moreover, the company emphasizes the nurturing of internal talent for leadership roles through skill enhancement programs.	By investing in the professional growth of our workforce, we anticipate an improvement in productivity and efficiency, which will ultimately contribute to the overall success of the organization as well as positive implications.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
9. Sustainable Supply Chain	Risk	A sustainable supply chain is essential for long-term business success, environmental stewardship, and social well-being. By integrating sustainability into supply chain strategies, companies can realize numerous benefits, including cost savings, risk mitigation, enhanced brand value, and competitive advantage. However, any violation of environmental, social, and governance (ESG) principles within the supply chain can result in the loss of business from reputable customers and damage to the company's reputation.	To address these challenges, our company has implemented comprehensive procedures known as 'sustainability assurance across the value chain.' This involves assessing critical suppliers on ESG parameters using two primary methods: 1. Audit Method: Through on-site audits, we evaluate our major suppliers on sustainability parameters and assign ratings. These ratings inform procurement activities such as contract renewal. 2. Checklist Method: Sustainability data is collected from suppliers through a checklist, allowing us to rate them based on their adherence to sustainability criteria.	While these measures ensure sustainability across our supply chain, there are associated costs involved. However, we believe that these investments are necessary to uphold our commitment to sustainability and maintain the trust of our stakeholders, thus adhering to positive implications.
10. Community Engagement	Opportunity	Community engagement is vital for fostering trust and minimizing conflicts within the community. It is imperative for a company to align with community needs and provide comprehensive support.	Alembic actively collaborates with various communities based on their expressed requirements. The Alembic Group has established, nurtured, and promoted several non-profit organizations focusing on three key areas: education, healthcare, and rural development, aimed at enhancing the well-being of rural populations.	Consequently, positive implications arise, including an enhanced reputation and increased goodwill within the community.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
11. Business Ethics & Corporate Governance	Risk	Ethical conduct in both internal operations and external engagements is a cornerstone of sustainable business practices.	The Company has instituted a robust policy framework addressing ethics, bribery, and corruption, ensuring adherence to high standards of integrity and transparency across all facets of its operations. Our organizational ethos underscores the values of patience and perseverance, motivating our team and partners to pursue excellence while upholding ethical principles and fostering a culture of good governance.	These concerted efforts contribute to maintaining our reputation and trustworthiness in the business landscape without significant positive financial implications.
12. Availability and affordability of medicine	Risk	The pricing and availability of medicines entail a complex process influenced by various factors. Balancing the need to make medicines affordable for customers with maintaining a competitive edge in the market presents a significant challenge.	In response to this challenge, Alembic is dedicated to enhancing global health by providing affordable, high-quality generic medicines. Through consistent efforts, Alembic strives to improve access to essential medications while upholding stringent quality standards. Furthermore, Alembic is committed to strengthening its Intellectual Capital by prioritizing innovation. By developing a portfolio of high-quality and cost-effective medicines, Alembic aims to meet the evolving needs of patients worldwide.	While these endeavors may initially incur certain costs and complexities, they are expected to yield positive outcomes in the long run. Anticipated benefits include an expanded market share and continued growth and development within the pharmaceutical industry.
13. Biodiversity	Risk	Being recognized as a responsible corporate citizen entails aligning with the preservation and sustainability of biodiversity. The company acknowledges the significance of maintaining harmony with its surrounding biodiversity.	To uphold this commitment, the Company prioritizes efforts aimed at nurturing and preserving biodiversity. Through various initiatives, the company seeks to minimize the impact of its operations on the surrounding environment, thereby safeguarding biodiversity.	While these initiatives require investments and resources, they are essential for the protection and preservation of biodiversity. Thus, while there may be associated costs, the Company remains dedicated to fulfilling its environmental responsibilities and contributing positively to biodiversity conservation efforts.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
14. Waste Management	Risk	Given the nature of the industry, waste generation is an inevitable aspect of the Company's operations. However, irresponsible waste management practices, such as improper disposal or incineration of hazardous waste, can have detrimental effects on the environment.	To address this issue, the Company has implemented several measures aimed at ensuring responsible waste management: The Company has established a robust mechanism for diverting high-calorific waste to the cement industry for co-processing. This approach helps minimize environmental impact by utilizing waste as an alternative fuel source in cement kilns. Additionally, the Company has implemented recycling initiatives for both products and waste materials. A special drive has been launched to collect plastic waste from neighbouring villages, which is then recycled and used in the production of recycled plastic materials. Moreover, the Company is committed to adopting sustainable practices in its packaging materials. Approximately 50% of the cardboard boxes used in packaging are made from recycled materials, reducing the reliance on virgin resources and minimizing environmental footprint.	While these initiatives contribute positively to environmental sustainability, it's important to acknowledge that there are associated costs incurred in handling and safely disposing of waste. Despite the potential negative implications in terms of costs, the Company remains committed to its responsible waste management practices as part of its broader environmental stewardship efforts.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
15. Climate Change and GHG Emissions	Risk	Given the increasing focus on climate change and sustainable practices, it is crucial to acknowledge the significance of greenhouse gas (GHG) emissions and their impact on the environment.	Managing GHG emissions involves navigating through a complex and scattered process, which can pose critical risks if not properly addressed. To tackle this challenge, the Company has developed extensive plans aimed at reducing its GHG emissions. These initiatives include: <ul style="list-style-type: none"> • Internal utilization of solar power to reduce reliance on conventional energy sources. • Installation of windmills to harness renewable energy. • Procurement of renewable power for its operations, further reducing carbon footprint. • Implementation of efficiency measures across its manufacturing sites to optimize energy consumption. Moreover, the Company has established corporate policies focused on identifying and addressing climate-related risks and global climate issues. These policies serve as a framework for implementing control measures and mitigating risks associated with GHG emissions.	By implementing these initiatives and adhering to its corporate policies, the Company anticipates several positive outcomes, including process improvements, enhanced energy efficiency, and improved stakeholder outcomes. These efforts align with the Company's commitment to environmental sustainability and responsible business practices.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
16. Employee Health and Safety	Risk	Employees and workers within the Company are routinely exposed to hazardous chemicals and substances, which may pose health risks if not properly managed.	<p>To address these challenges, the Company has implemented comprehensive measures aimed at safeguarding the health and well-being of its workforce. These initiatives include:</p> <ul style="list-style-type: none"> • Implementation of an Environmental Health and Safety (EHS) policy, providing a comprehensive framework for various environmental-related systems and processes. • Establishment of dedicated EHS personnel at all sites to oversee the implementation of safety policies and programs. • Provision of physical classroom training to all employees on relevant EHS topics. • Conducting periodic medical checkups for both employees and contractual workers to monitor their health status. • Regular conduct of robust risk assessment exercises to identify and mitigate EHS risks effectively. • Provision of appropriate Personal Protective Equipment (PPE) to employees based on their job roles. • Adherence to strict Standard Operating Procedures (SOPs) for chemical handling to minimize risks. • Continuous efforts to identify and address unsafe acts and conditions in the workplace. 	While these initiatives are essential for ensuring the safety of employees and mitigating EHS risks, they may lead to increased operational costs associated with safety training programs and the provision of protective gear. However, these investments are necessary to uphold the company's commitment to workplace safety and regulatory compliance thus adhering to positive implications.

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Impacts (Negative or Positive)
17. Energy Management	Risk	Efficient utilization of energy resources is essential for managing costs and alleviating environmental burdens, particularly amid increasing concerns about climate change.	<p>Recognizing this imperative, Alembic has made significant investments in renewable energy initiatives, including:</p> <ul style="list-style-type: none"> • Expansion of solar energy capacity through the installation of rooftop solar panels and commissioning of 12 MW solar plant in the FY 23-24. • Deployment of windmills to bolster the proportion of renewable energy sources in its energy mix. <p>Moreover, the company is actively engaged in the development of flow chemistry techniques for its production processes, aiming to enhance yield and reduce energy consumption.</p>	While these endeavours may entail increased costs associated with fuel and capital expenditure on energy-efficient equipment in the short term, they are anticipated to yield positive financial outcomes in the long run through reduced energy expenses.
18. Water Management	Risk	The mismanagement of water resources can result in adverse outcomes such as excessive consumption and the discharge of toxins, which not only pose regulatory risks but also invite stakeholder activism and the potential shutdown of operations. Given the indispensability of water across various activities like heating, cooling, and manufacturing processes, ensuring a consistent water supply is paramount.	<p>Alembic is committed to responsible water management through several initiatives:</p> <ul style="list-style-type: none"> • Conversion to Zero Liquid Discharge (ZLD) at all API sites and utilization of treated effluents in industrial processes and gardening at formulation units. • Implementation of groundwater restoration measures, including the construction of charging wells with ongoing efforts to expand this infrastructure. • Efficient utilization of wastewater by repurposing domestic treated water for gardening and industrial treated water for boilers and chillers. • Construction of artificial ponds at select sites to enhance rainwater harvesting capabilities. 	While these efforts incur costs associated with handling and safe disposal, the company remains dedicated to mitigating environmental risks and promoting positive sustainable water stewardship.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the Business Responsibility Policy, along with any amendments, has undergone a thorough formulation process led by the management of the Company. This process includes consultation with relevant stakeholders to ensure alignment with the Company's objectives and values. Subsequently, the finalized policy is presented to and approved by the Board of Directors, signifying its endorsement at the highest level of governance within the Company.								
	c. Web Link of the Policies, if available	https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf								
2	Whether the entity has translated the policy into procedures. (Yes/ No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	USFDA, WHO GMP, TGA (Australia), Cofepris, EU GMP, Korean FDA, ANVISA, Danish Medicines Agency, PMDA, Health Canada.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>At Alembic, we are committed to creating a sustainable ecosystem that generates shared value for all stakeholders. As part of our evolving approach, we are transforming our business operations to be more socially and environmentally responsible. This year marks the beginning of our sustainable journey, during which we will assess our operations to identify areas for improvement and enhance our performance on ESG (Environmental, Social, and Governance) parameters. We have set ambitious targets, including ,</p> <ul style="list-style-type: none"> Achieving net zero emissions by 2040, Attaining water neutrality by 2027, Recycling 95% of plastic waste by 2026, and Assessing 50% of critical suppliers by 2026. <p>Additionally, roadmaps are being developed to guide us in achieving these targets and elevate our ESG performance across all our operations.</p>								

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
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Governance, Leadership and Oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>At Alembic Pharmaceuticals Limited, we prioritize the establishment of a sustainable ecosystem that generates value for all stakeholders involved. Acknowledging the changing dynamics of the industry, we have redirected our efforts towards operating in a socially and environmentally responsible manner. This year, we embark on our sustainability journey, wherein we will meticulously assess our operations to pinpoint areas for enhancement and strive to elevate our performance across Environmental, Social, and Governance (ESG) metrics. With defined targets in place, we aim to curtail the environmental impact of our products and operations while consistently enhancing our performance to align with our sustainability objectives.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Mr. Pranav Amin Designation: Managing Director DIN Number: 00245099 E-mail: apl.investors@alembic.co.in</p>								
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.	<p>Yes, Mr. Pranav Amin and Mr. Shaunak Amin, both serving as Managing Directors of the Company, hold primary responsibility for decision-making on sustainability-related matters. Their leadership ensures that sustainability considerations are integrated into strategic decision-making processes across the organization. Furthermore, the Company has established a dedicated Board-level committee for risk management, which also assumes responsibility for overseeing all aspects of Sustainability and Environmental, Social, and Governance (ESG) practices. This committee plays a crucial role in setting sustainability objectives, monitoring performance, and ensuring alignment with the Company's broader strategic goals. By involving key executives and establishing specialized oversight mechanisms, the Company demonstrates its commitment to embedding sustainability principles into its core business operations and governance framework.</p>								

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 Board of Directors serves as the custodian of the Business Responsibility Policy, ensuring its alignment with the company's overarching goals and values. Periodic reviews of the policy's effectiveness and adherence to set objectives are conducted by relevant Board committees or authorized team members during quarterly meetings. This ensures that the policy remains relevant and responsive to evolving business dynamics and stakeholder expectations.									Quarterly								

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Furthermore, the Company has implemented a robust compliance management system to ensure adherence to all relevant statutes and regulations. This system meticulously tracks and monitors compliance requirements, helping the Company stay abreast of its legal obligations. Notably, during the reporting period, the Company did not incur any penalties or fines for non-compliance issues. The Audit Committee has been entrusted with the responsibility of overseeing compliance matters, underscoring the Company's commitment to upholding regulatory standards. Additionally, the Company utilizes a sophisticated software-based compliance management system to streamline compliance processes and enhance efficiency.	Monthly
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11. Has the entity carried out independent assessment/ evaluation of the working of its by an external agency? (Yes/No). If yes, provide name of the agency	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Yes, The entity has conducted independent assessment via International Standards and Management Academy during the reporting period. However, in addition to statutory audits and certification processes, the Company regularly conducts internal assessments to monitor the implementation of its established principles. All the policies are open for stakeholder consultation before implementation.									

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	01	Principles of Environmental, Social and Governance	100
Key Management Personnel	The Company has established an integrated Learning Management System (LMS) to facilitate the delivery of training modules throughout the organization.	This system streamlines the training process and ensures consistency in content delivery. The Company's training program is well-structured and encompasses various components, including induction sessions, classroom-based instruction, online training via the LMS, on-the-job training, and sessions led by subject matter experts. The training curriculum covers a wide array of topics vital to employee development, such as data integrity, safety protocols, emergency preparedness, skill enhancement, ethics, adherence to the code of conduct, and prevention of sexual harassment (POSH).	100
Employees other than BODs and KMPs			
Workers			

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

During the fiscal year 2023-24, the Company did not incur any fines, penalties, punishments, awards, compounding fees, or settlement amounts paid in proceedings with regulators, law enforcement agencies, or judicial institutions.

NGRBC Principle	and Non Monetary				Has an appeal been preferred? (Yes/No)
	Name of the regulatory/ enforcement/ agencies / judicial institutions	Amount (In INR)	Brief of the case		
Penalty /Fine Settlement Compounding Fees Imprisonment Punishment		None			

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

Not Applicable

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

Yes, the Company has established an Anti-Corruption and Anti-Bribery Policy aimed at safeguarding against any instances of bribery, corruption, facilitation payments, or kickbacks. Furthermore, anti-corruption measures are also incorporated into the Company's Business Responsibility Report (BRR) policy, which is accessible to stakeholders. <https://alembicpharmaceuticals.com/assets/pdf/sustainability/ANTI-CORRUPTION-AND-ANTI-BRIBERY-POLICY.pdf> & <https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

During the fiscal year 2023-24, the Company did not encounter any reported cases related to fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions concerning corruption or conflicts of interest.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	63.01	67.25

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameters	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.16%	3.28%
	b. Sales (Sales to related parties / total sales)	23.89%	16.04%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00%	100.00%
	d. Investments (Investments in related parties / Total Investments made)	69.73%	68.95%

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

ESSENTIAL INDICATORS

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

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	0.01%	1.90%	<ul style="list-style-type: none"> Enhancement of medication efficacy: The Company is dedicated to improving the effectiveness of medicines, which not only benefits consumers but also contributes to overall healthcare outcomes. Process optimization to minimize nitrosamine impurities: By continuously refining its processes, the Company ensures that its pharmaceutical products adhere to stringent quality standards, thereby enhancing safety and efficacy.
Capital Expenditure (CAPEX)	13.20%	8.80%	<ul style="list-style-type: none"> Deployment of renewable energy capacity through solar parks and rooftop solar installations: Embracing renewable energy sources like solar power demonstrates the Company's commitment to reducing its carbon footprint and promoting sustainable energy practices. Technological advancements in environmental infrastructure: Investing in technological upgrades for environmental facilities showcases the Company's proactive approach to mitigating environmental impacts and complying with regulatory standards. Implementation of recharge wells for rainwater harvesting: The installation of recharge wells underscores the Company's efforts to conserve water resources and promote sustainable water management practices. Various other initiatives focused on energy conservation and reducing emissions: The Company is engaged in a range of energy-saving initiatives aimed at minimizing resource consumption and decreasing greenhouse gas emissions, further demonstrating its commitment to environmental sustainability.

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

Yes, the Company has implemented comprehensive procedures for sustainable sourcing, under the framework of 'sustainability assurance across the value chain.' These procedures aim to evaluate critical suppliers based on Environmental, Social, and Governance (ESG) parameters. To assess supplier sustainability performance, the Company utilizes two primary methods:

- 1. Audit Method:** The Company conducts on-site audits of major suppliers to evaluate their adherence to sustainability standards. These audits provide valuable insights into supplier practices and performance, informing crucial procurement decisions, including contract renewals.

- 2. Checklist Method:** Sustainability data is systematically collected from suppliers through a checklist format. This allows the Company to assess suppliers' sustainability practices and performance against predefined criteria. The checklist method enables a structured evaluation process, facilitating the identification of areas for improvement and promoting supplier accountability.

Overall, these procedures ensure that the Company's sourcing practices align with its sustainability objectives, fostering responsible supply chain management and promoting environmental and social stewardship.

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

Approximately 4.47% of suppliers, which includes key suppliers for Active Pharmaceutical Ingredients (API) and Advance Intermediate were audited to adhere to sustainable sourcing practices. This signifies the Company's commitment to integrating sustainability into its supply chain.

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

The Company has established thorough processes to manage the end-of-life phase of its products. Specifically, for plastics, including packaging materials, the Company has developed a comprehensive Plastic Management Plan. Under this plan, the Company collaborates with a third-party agency to collect plastic waste from the market. This proactive approach not only helps in preventing plastic pollution but also ensures that the collected plastic is properly managed and recycled.

In addition to managing plastic waste, the Company also addresses the disposal of expired products responsibly. Expired products are retrieved from the market and subjected to proper disposal procedures, primarily through incineration. By opting for incineration, the Company ensures that expired products are safely disposed of, mitigating potential environmental hazards associated with improper disposal.

Overall, these processes reflect the Company's commitment to sustainable waste management practices. By implementing initiatives such as the Plastic Management Plan and responsible disposal of expired products, the Company contributes to environmental conservation efforts while adhering to regulatory requirements. This approach underscores the Company's dedication to environmental stewardship and corporate social responsibility.

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, the Company diligently follows the Extended Producer Responsibility (EPR) regulations that pertain to its operations. It maintains registration with the Central Pollution Control Board (CPCB) to fulfill its EPR obligations, specifically focusing on the collection and proper management of plastic waste generated by its products.

The Company has effectively met its EPR commitments for the fiscal year 2023-24, demonstrating its unwavering commitment to environmental stewardship and compliance with regulatory standards. This achievement underscores the Company's proactive approach to environmental sustainability and its dedication to minimizing the environmental impact of its operations.

By fulfilling its EPR responsibilities, the Company contributes to the broader goal of sustainable waste management and resource conservation. It ensures that plastic waste generated from its products is collected and recycled or decomposed in an environmentally responsible manner, aligning with its commitment to corporate social responsibility and environmental protection.

Overall, the Company's adherence to EPR requirements reflects its proactive stance towards environmental sustainability, emphasizing its role as a responsible corporate citizen dedicated to preserving the planet for future generations.

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	13,410	13,410	100.00	13,410	100.00	0	0.00	5,465	40.75	13,410	100.00
Female	661	661	100.00	661	100.00	661	100.00	Nil	NA	661	100.00
Total	14,071	14,071	100.00	14,071	100.00	661	4.70	5,465	38.84	14,071	100.00

Other than Permanent Employees

NA

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	786	786	100.00	786	100.00	Nil	NA	786	100.00	786	100.00
Female	1	1	100.00	1	100.00	1	100.00	Nil	NA	1	100.00
Total	787	787	100.00	787	100.00	1	0.13	786	99.87	787	100.00

Other than Permanent Workers

Male	2,427	2,427	100.00	2,427	100.00	Nil	NA	0	0	Nil	NA
Female	99	99	100.00	99	100.00	Nil	NA	0	0	Nil	NA
Total	2,526	2,526	100.00	2,526	100.00	NA	NA	0	0	NA	NA

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.65	0.62

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

S. No.	Benefits	FY 2023-24(Current FY)			FY 2022-23(Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100.00	100.00	Y	100.00	100.00	Y
2	Gratuity	100.00	100.00	Y	100.00	100.00	Y
3	ESI	100.00	100.00	Y	100.00	100.00	Y

* ESIC is covered as per statutory limit

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

The premises and offices of the Company are designed to be accessible to differently abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company ensures that its facilities are conducive to the needs of individuals with special requirements, and has implemented ramps and other necessary infrastructure to accommodate differently abled individuals.

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

Yes, the Company has implemented an equal opportunity policy as part of its Business Responsibility and Sustainability Reporting (BRSR) policy. This policy emphasizes providing equal opportunities to all competent applicants in terms of job placements, promotions, and skill development, without discrimination based on factors such as race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, or nationality. For further details, please refer to the Company's BRSR policy available on its website - <https://alembicpharmaceuticals.com/webfiles/pdf/Investor/governance-philosophy/Policies%20on%20Business%20Responsibility.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	97.90%	NA*	100.00%	NA*
Female	93.33%	85.00%	0	0
Total	95.62%	85.00%	100.00%	NA*

Note:- *Paternity leave introduced from FY 2023-24. Hence, retention rate is not envisaged.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Company is committed to promptly addressing and resolving any complaints raised by workers and employees, irrespective of their status within the organization. To facilitate this, a dedicated committee responsible for handling HR and administrative matters oversees the complaint resolution process. This committee ensures that all complaints are handled with confidentiality and sensitivity.
Other than Permanent Workers	Yes	Regular quarterly reports are prepared to summarize the total number of complaints received during the reporting period. These reports provide detailed insights into the nature of the complaints and outline the specific actions taken by the committee to address them. By documenting these actions, the Company ensures accountability and transparency in its response to workplace concerns.
Permanent Employees	Yes	Furthermore, these quarterly reports are shared with the Chairman and/or Managing Director of the Company. This ensures that senior leadership remains informed about the issues raised by workers and employees and the steps taken to address them. By involving top management in the review process, the Company demonstrates its commitment to fostering a culture of accountability and continuous improvement in workplace practices.
Other than Permanent Employees	Yes	Overall, this proactive approach underscores the Company's dedication to maintaining a supportive, respectful, and inclusive work environment for all its personnel.

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	13,410	0	0.00	13,212	0	0.00
Female	661	0	0.00	663	0	0.00
Others	0	0	0.00	0	0	0.00
Total	14,071	0	0.00	13,875	0	0.00
Permanent Workers						
Male	786	0	0.00	717	0	0.00
Female	1	0	0.00	1	0	0.00
Others	0	0	0.00	0	0	0.00
Total	787	0	0.00	718	0	0.00

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current FY)					FY 2022-23 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation***	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	13410	13,410	100.00	1128	8.41	13,212	13,212	100.00	23	0.17
Female	661	661	100.00	23	3.48	663	663	100.00	1	0.15
Total	14071*	14071*	100.00	1151	8.18	13,875	13,875	100.00	24	0.17
Permanent Workers										
Male	786	786	100.00	0	NA	717	717	100.00	0	NA
Female	1	1	100.00	0	NA	1	1	100.00	0	NA
Total	787	787	100.00	0	NA	718	718	100.00	0	NA

*All of our employees and workers are provided training on Health and safety measures

***Only external training were considered.

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	13,410	13,410	100.00	13,212	13,212	100.00
Female	661	661	100.00	663	663	100.00
Others	0	0	NA	0	0	NA
Total	14,071	14,071	100.00	13,875	13,875	100.00
Permanent Workers						
Male	786	786	100.00	717	717	100.00
Female	1	1	100.00	1	1	100.00
Others	0	0	NA	0	0	NA
Total	787	787	100.00	718	718	100.00

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the company has established a comprehensive Occupational Health and Safety Management System
b. What is the coverage of such system?	The system encompasses all suppliers, contractors, employees, contract workers, and other individuals engaged with the company. This ensures that the system covers 100% of the company's operations.
c. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The company adheres to the guidelines of Process Hazard Analysis (PHA) to identify and manage risks effectively. This involves utilizing a holistic approach that incorporates methods such as HAZOP (Hazard and Operability Study), FMEA (Failure Mode and Effects Analysis), JSA (Job Safety Analysis), and HIRA (Hazard Identification and Risk Assessment). The company maintains a highly qualified and experienced team tasked with reviewing the risk assessment process and implementing mitigation measures according to a predefined schedule. This proactive approach underscores the company's commitment to ensuring the safety and well-being of all individuals involved in its operations.
d. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, the company has established processes for workers to report work-related hazards and to remove themselves from such risks. These processes empower workers to identify and report hazards promptly, ensuring their safety and well-being in the workplace. Additionally, workers are provided with the necessary support and resources to mitigate risks and address safety concerns effectively. This proactive approach demonstrates the company's commitment to prioritizing the health and safety of its workforce.
e. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, employees and workers of the entity have access to non-occupational medical and healthcare services. This ensures that they receive comprehensive healthcare support beyond occupational-related needs, promoting their overall health and well-being.

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.08
	Workers	**0.04	0
Total recordable work-related injuries	Employees	0	*32
	Workers	1	*27
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

**Including in the man-hours of the contractual workers and employees

*Includes minor injuries as well

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

The Company prioritizes and promotes a safe working environment, aiming to reduce accidents and incidents. Upon joining the Company, employees and workers receive comprehensive safety training and are familiarized with safety procedures. Throughout their tenure, regular classroom sessions and mock drills are conducted to keep them updated and well-prepared. Furthermore, the Company incorporates environmental, health, and safety (EHS) requirements into contracts and service agreements with all contractors. It also ensures that contractors' workers are equipped with mandatory personal protective equipment (PPE) and receive adequate safety training relevant to their job tasks before commencing work. This comprehensive approach underscores the Company's commitment to ensuring the safety and well-being of all personnel involved in its operations.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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

In every case, when audits are conducted, any observations made are carefully documented. Following this, appropriate corrective actions are planned and put into effect, with ongoing monitoring to ensure their effectiveness. Furthermore, the feedback derived from these audits is shared with the auditing agency for their review and agreement. This collaborative approach helps to ensure that any issues identified are addressed promptly and comprehensively, fostering continuous improvement in our health and safety practices and working conditions.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

The Company takes a proactive approach in identifying key stakeholders who are significantly impacted by its business operations or have the potential to influence them. Regular consultations with these stakeholders are conducted to identify key material topics of importance. Acknowledging the vital role of effective stakeholder engagement in achieving sustainable, scalable, and inclusive growth, the Company actively engages with various stakeholder groups through diverse communication channels. This engagement allows the Company to gain valuable insights into stakeholder concerns and receive constructive feedback, which in turn helps to enhance its business strategy and plans for the future.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (E-mail, 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
Customers	No	<ul style="list-style-type: none"> Video Conferencing E-mails 	Annual	<ul style="list-style-type: none"> Quality & Timely Delivery Competitive Cost Responsible Production Transparency in disclosure
Suppliers & Contractors	No	<ul style="list-style-type: none"> Supplier meets Supplier assessment MoU Agreements Contract discussion meetings Performance review 	Need basis	<ul style="list-style-type: none"> Product Quality Cost Timely delivery On time payment Ethical behavior Upcoming technologies or equipment Health & Safety
Local Communities	No	<ul style="list-style-type: none"> Regular engagement to understand concerns & requirement Community engagement during CSR initiatives 	Need basis	<ul style="list-style-type: none"> Local employment generation Development interventions

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	14,071	14,071	100.00	13,875	13,875	100.00
Other than permanent	0	0	NA	0	0	0.00
Total Employees	14,071	14,071	100.00	13,875	13,875	100.00
Workers						
Permanent	787	787	100.00	718	0	100.00
Other than permanent	2,526	2,526	100.00	2,047	0	0.00
Total Workers	3,313	3,313	100.00	2,765	0	100.00

Note: All our employees and workers undergo trainings for human rights.

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (C)	Equal to Minimum Wage		More than Minimum	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	Wage	% (F / D)
Permanent Employees										
Male	13,410	0	0.00	13,410	100.00	13,212	0	NA	13,212	100.00
Female	661	0	0.00	661	100.00	663	0	NA	663	100.00
Other than Permanent										
Male	NA									
Female	NA									
Workers										
Permanent										
Male	786	0	0.00	786	100.00	717	0	NA	717	100.00
Female	1	0	0.00	1	100.00	1	0	NA	1	100.00
Other than Permanent										
Male	2,427	0	0.00	2,427	100.00	2,006	0	NA	2,006	100.00
Female	99	0	0.00	99	100.00	41	0	NA	41	100.00

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective categories	Number	Median remuneration/ salary/ wages of respective categories
Directors	4*	19,09,23,877	0	0
KMPs	0	0	1	28,97,750
Employees other than BoD and KMP	13,406	6,39,176	660	5,50,000
Workers	786	1,59,876	1	2,18,213

*Excluding Non - Executive Directors

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.73	4.78

*Our gross wages have be calculated including the permanent workers and employees only

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

Yes

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

The Company has established internal mechanisms to address grievances related to human rights issues effectively. This includes regularly reviewing practices, policies, and programs to ensure a robust system for redressal. Confidentiality of the concerned individuals is maintained throughout the process. Additionally, a quarterly status report is provided to the Company's Chairman and/or Managing Director, detailing the filed complaints and the actions taken by the Whistle Committee to address them. This proactive approach demonstrates the Company's commitment to addressing human rights concerns promptly and transparently.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at Workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human Rights related issues	0	0	NA	0	0	NA

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is dedicated to upholding the highest standards of ethical, moral, and legal conduct in all aspects of its business operations. In order to uphold these standards, the Company actively encourages employees to report any suspected misconduct without fear of reprisal. Our Whistle-blower Policy and Prevention of Sexual Harassment (POSH) policy ensure the protection of individuals who raise concerns and safeguard them against retaliation in the workplace. Before taking any corrective actions, the Company thoroughly investigates complaints to ensure their authenticity and prevent any unwarranted harm to individuals' reputations from false accusations. This approach mitigates the potential negative impact of baseless allegations.

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

Yes, human rights requirements are integrated into our business agreements and contracts. This demonstrates our commitment to upholding ethical standards and promoting respect for human rights across our operations.

10. Assessments for the year:

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

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

No instances of risk, as specified above, were detected during the assessments. Consequently, no corrective actions were deemed necessary.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	2,01,587.13	86,321.72
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	2,01,587.13	86,321.72
From non-renewable sources		
Total electricity consumption (D)	3,39,607.41	4,19,743.67
Total fuel consumption (E)	5,47,128.13	5,23,946.15
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	8,86,735.54	9,43,689.81
Total energy consumed(A+B+C+D+E+F)	10,88,322.67	10,30,011.53
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000018527606	0.000020004111
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP in USD)	0.000215030805	0.000203509691
Energy intensity in terms of physical output	211.73	178.21
Energy intensity per employee (GJ/employee)	73.24	70.58

*This factor often differs from the nominal exchange rate and is designed to equate the buying power of different currencies more accurately. For this example, here we have taken PPP conversion factor for India to the US is 0.018, Given Data: Export Sales in Crores INR: ₹3,429.56 Crores, PPP Conversion Factor: 1 INR = 0.018 USD, Using the PPP factor, the conversion from Indian Rupees to US Dollars adjusted for purchasing power would be:

PPP Adjusted Sales in USD=3,429.56×10⁷×0.018

PPP Adjusted Sales in USD=61,732,208 = INR 5,062,041,056

This calculation would provide the revenue from operations in terms of US dollars, adjusted for the differences in purchasing power between India and the USA, we have considered our revenue majorly in USD

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.

We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable.

By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

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

No, the entity does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. Therefore, there are no targets set under the PAT scheme to achieve or report on.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	305,745	287,549
(iii) Third party water	4,01,255	3,69,423
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	9,710	14,196
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,16,710	6,71,168
Total volume of water consumption (in kilolitres)	6,12,752	5,70,539
Water intensity per rupee of turnover (Water consumed / turnover) (kl per INR of revenue)	0.00001043149	0.00001108058
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL / Revenue from operations adjusted for PPP in USD)	0.000121067547	0.000112727102
Water intensity in terms of physical output	119.21	98.71
Water intensity per employee in KL/employee	41.24	39.10

*This factor often differs from the nominal exchange rate and is designed to equate the buying power of different currencies more accurately. For this example, here we have taken PPP conversion factor for India to the US is 0.018, Given Data: Export Sales in Crores INR: ₹3,429.56 Crores, PPP Conversion Factor: 1 INR = 0.018 USD, Using the PPP factor, the conversion from Indian Rupees to US Dollars adjusted for purchasing power would be:

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PPP Adjusted Sales in USD=61,732,208 = INR 5,062,041,056

This calculation would provide the revenue from operations in terms of US dollars, adjusted for the differences in purchasing power between India and the USA, we have considered our revenue majorly in USD

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

All our manufacturing sites are subjected to thorough audits carried out by external environmental auditors through CGWA (Central Ground Water Authority), who are accredited and recognized by the State Pollution Control Board. These audits are essential for evaluating our compliance with environmental regulations and standards, ensuring our operations are both environmentally responsible and sustainable. This forward-looking approach underscores our commitment to enhancing transparency and accountability in our environmental management practices. We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable.

By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	1,03,958	1,00,629
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,03,958	1,00,629

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

All manufacturing sites undergo comprehensive audits conducted by external environmental auditors who are accredited and recognized by the State Pollution Control Board. We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable. By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

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

Yes, all our API Units operate on a Zero Liquid Discharge (ZLD) system, emphasizing our commitment to environmental sustainability. The wastewater generated undergoes thorough treatment within our facilities, ensuring no liquid discharge. Instead, it is repurposed for essential operations such as boiler and cooling tower usage. Moreover, our formulation plants utilize treated water for gardening purposes, maximizing resource efficiency and minimizing environmental impact.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nox	T/year	48.31	33.11
Sox	T/year	141.01	98.60
Particulate matter (PM)	T/year	48.30	39.73
Persistent organic pollutants (POP)	The Company has adopted strict environmental policies to reduce the emission of persistent organic pollutants, volatile organic compounds (VOCs), hazardous air pollutants, and other specified substances. All plants are equipped with scrubbers, and VOC levels are internally monitored for Active Pharmaceutical Ingredients (APIs).		
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.

All manufacturing sites undergo thorough audits conducted by external environmental auditors who are recognized and accredited by the State Pollution Control Board. We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable. By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	70,977.70*	65,892.53*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	67,544.14	83,482.35
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/INR	0.000002358196	0.000002901047
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions in tCO ₂ e / Revenue from operations adjusted for PPP in USD)	tCO ₂ e/INR	0.000027369147	0.00002951349
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT	26.95	25.85
Total Scope 1 and Scope 2 emission intensity per employee	tCO ₂ e/ employee	9.32	10.24

*This factor often differs from the nominal exchange rate and is designed to equate the buying power of different currencies more accurately. For this example, here we have taken PPP conversion factor for India to the US is 0.018, Given Data: Export Sales in Crores INR: ₹3,429.56 Crores, PPP Conversion Factor: 1 INR = 0.018 USD, Using the PPP factor, the conversion from Indian Rupees to US Dollars adjusted for purchasing power would be:

PPP Adjusted Sales in USD=3,429.56×10⁷×0.018

PPP Adjusted Sales in USD=61,732,208 = INR 5,062,041,056

This calculation would provide the revenue from operations in terms of US dollars, adjusted for the differences in purchasing power between India and the USA, we have considered our revenue majorly in USD

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.

*The increase is due to accommodation of emissions due to leakage of refrigerants and CO₂ based refills and fuel consumption in vehicles under Scope 1.

We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable. By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

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

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

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated		
Plastic waste (A) in MT	312.33	100.46
E-waste (B) in MT	1.54	4.08
Bio-medical waste (C) in MT	24.53	21.09
Construction and demolition waste (D)	-	-
Battery waste (E) in MT	12.51	4.33
Radioactive waste (F) in MT	-	-
Other Hazardous waste. Please specify, if any. (Process residue and waste, Etp sludge, evaporation salt etc.) (G)	26,941.98	22,843.55
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (MS Steel, Mix scrap, glass bottles, etc.)	3,029.70	1,512.09
Total (A+B + C + D + E + F + G+ H)	30,322.60	24,485.62

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in INR)	0.0000005161	0.0000004756
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP in USD)	0.000005990	0.000004837
Waste intensity in terms of physical output in MT	5.90	4.26
Waste intensity per employee in waste generated in MT/employee	2.19	1.74

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

Category of waste	Non-Hazardous Waste	Non-Hazardous Waste
(i) Recycled	3,342.04	440.90
(ii) Re-used (pre-processing)	00	9.86
(iii) Other disposal operations (Non-hazardous)	0	1,161.98
Total	3,342.04	1,612.73

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

Category of waste	Hazardous Waste	Hazardous Waste
(i) Incineration	142.23	251.17
(ii) Landfilling	4,281.91	3,731.08
(iii) Recycling	12,632.76	12,460.51
(iv) Co-processing *	9,839.77	6,356.33
(v) Other disposal operations	19.32	3.92
Total	26,916.02	22,803.00

Since FY 22-23, 1,161.98 of the Non-hazardous waste is being recycled.

*The co-processing waste also includes pre-processing waste.

**This factor often differs from the nominal exchange rate and is designed to equate the buying power of different currencies more accurately. For this example, here we have taken PPP conversion factor for India to the US is 0.018, Given Data: Export Sales in Crores INR: ₹3,429.56 Crores, PPP Conversion Factor: 1 INR = 0.018 USD, Using the PPP factor, the conversion from Indian Rupees to US Dollars adjusted for purchasing power would be:

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This calculation would provide the revenue from operations in terms of US dollars, adjusted for the differences in purchasing power between India and the USA, we have considered our revenue majorly in USD

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.

Environmental audits are conducted by approved auditors appointed by the State Pollution Control Board (SPCB). We are currently in the process of assuring the accuracy and reliability of our data. This effort is part of our broader commitment to ensuring that our energy management practices are both transparent and accountable.

By undergoing this rigorous data assurance process, we aim to provide stakeholders with confidence in the information we report. Our proactive approach not only reflects our dedication to continuous improvement but also aligns with best practices in sustainability and corporate governance.

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

Our waste management practices prioritize environmental sustainability and compliance with regulations. We have implemented a robust standard operating procedure (SOP) specifically for hazardous waste management. This SOP includes procedures for the recovery of spent solvents, which are then sold for reuse, minimizing waste generation. Additionally, high-calorific value waste is directed to cement industries for co-processing, while boiler ash is sent to brick manufacturing units in accordance with waste management regulations. Used oil is responsibly sent for recycling to further reduce environmental impact. Furthermore, we collaborate with third-party agencies to collect plastic waste from end consumers, ensuring its proper disposal or recycling. This comprehensive approach underscores our commitment to reducing the usage of hazardous chemicals and effectively managing associated waste.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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.
NA	NA	NA	NA

None of our units are situated in ecologically sensitive areas, ensuring minimal environmental risk. Our operations have been carefully managed to prevent adverse impacts on the ecosystem and biodiversity. Additionally, comprehensive environmental impact assessments were conducted for all API units before their establishment, demonstrating our commitment to responsible environmental practices.

12. 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
There has been no assessment conducted in the current financial year. These assessments are conducted prior to the commissioning of new projects. We plan to continue this practice in the upcoming years.	-	-	-	-	-

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

Yes, the entity is fully compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, along with their respective rules. The Company consistently ensures that its operations adhere to these standards to minimize any adverse environmental impact.

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
NA	NA	NA	NA	NA

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

ESSENTIAL INDICATORS

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

The company is affiliated with six trade and industry chambers/associations.

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

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

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

Name of authority	Brief of the case	Corrective action taken
During the fiscal year 2023-24, the Company did not encounter any instances where it was accused or reported of engaging in anti-competitive behaviour or conduct.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development:

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year FY 23-24:

In the fiscal year 2023-24, the following projects underwent mandated Social Impact Assessment (SIA) exercises:

Swasthya Setu - 360° Healthcare: This project operates a mobile health unit van that visits 26 villages monthly, serving two villages per day. Community members receive free health check-ups at their doorstep. The team includes an experienced doctor, a nurse, a pharmacist/attendant, and a driver. Patients are examined and receive medications on the spot. Additionally, the project facilitates the issuance of Ayushman cards. A rural clinic in Panelav also falls under this project, benefiting 10,000 patients annually. The Swasthya Setu project operates at three levels:

- **Primary:** Village health check-ups and disease awareness under the Disease Control program (National Health Mission).
- **Secondary:** Referrals for further diagnosis to hospitals affiliated with the Ayushman card.
- **Tertiary:** Surgeries for referred patients conducted under the Ayushman card.

Suposhan – Reducing Malnutrition: Launched in 2021 by the Alembic CSR Foundation, this project aims to eradicate malnutrition in the communities around its plant operations in Vadodara and Panchmahal districts. Targeting children, adolescents, pregnant women, and lactating mothers, the project focuses on improving nutritional status by reducing malnutrition and anemia, and increasing immunization, antenatal care, institutional deliveries, and preschool education.

VIKAS School & Hostel: Established in 2002, the Vikas Secondary and Higher Secondary School offers quality education free of charge to underprivileged community children. Located in the campus of Rural Development Society in Panelav Village of Halol Taluka, the school enrolls over 300 students annually and has impacted more than 9,000 lives to date. The Vikas Boys Hostel provides free residential and food facilities for over 200 underprivileged boys, aiming to foster discipline. Equipped with essential furniture and proper sanitation, the hostel also organizes extracurricular activities, field trips, and workshops focusing on various practical skills, benefiting over 4,500 lives annually

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

NA

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

The Company engages with the local community at different levels to understand their concerns thoroughly. This involves various interactions and communication channels. Additionally, the company has implemented a dedicated grievance redressal mechanism, managed by the site-level HR team, to ensure that any issues raised by the community are promptly addressed and resolved.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ Small producers	30.00	27.00
Sourced directly from within the district and neighbouring districts	33.00	35.00

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	0	0
Semi-urban	78.44%	79.44%
Urban	0	0
Metropolitan	22.06%	21.02%

Notes : Semi Urban Includes:- Rural, Semi Urban, Urban and Non Metro.

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

ESSENTIAL INDICATORS

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

The Company strives to establish a robust mechanism for handling and resolving customer grievances. It also encourages customer feedback and promptly addresses any concerns. To align with consumer concerns, the Company has enhanced its website with a dedicated dashboard, allowing consumers to report any adverse events or reactions related to the Company's products.

Web link for consumer redressal <https://alembicpharmaceuticals.com/Reporting-side-effect>

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

Information related to	As a percentage to total turnover
Environment and Social parameters relevant to product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

3. Number of consumer complaints:

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	0	0	0
Advertising	0	0	0	0
Cyber-security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Others (Specifications, Labelling, and Packaging, Product)	352	7	303	1

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

Recalls	Number	Reason for recall
Voluntary recalls	3	Refinement of the packaging.
Forced recalls	0	NA

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

Yes, the Company has an 'Information Security Policy' in place. All sensitive information is protected according to Alembic's IT Policy and available on intranet. The Company is committed to safeguarding the information of all users and consumers. Violations of policy standards will result in disciplinary actions.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:

The incident response process is defined in the IT Security Policy and is managed according to assigned responsibilities. To mitigate breaches, the Company has implemented several layered approaches:

1. A firewall is installed at the perimeter security level.
2. Applications are deployed on a secure layer, with role-based access granted as required.
3. Application Firewall is utilized for all internally hosted applications.
4. Network security is managed through SDWAN and IPSEC tunnelling.
5. Endpoints are secured using a NextGen EDR-based solution.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - Nil

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

c. Impact, if any, of the data breaches - Nil