

Date: September 04, 2023

To,  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001

National Stock Exchange of India Ltd.  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra – Kurla Complex, Bandra (E),  
Mumbai – 400 051

Scrip code-531599

Symbol: FDC

**Sub: Submission of Business Responsibility and Sustainability Report for Financial Year 2022-23.**

**Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”).**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

You are requested to take the same on record.

Thank you.

Yours Sincerely,  
**For FDC Limited**

VARSHARANI Digitally signed by  
VARSHARANI  
RAJARAM RAJARAM KATRE  
KATRE Date: 2023.09.04  
20:17:30 +05'30'

**Varsharani Katre**  
**Company Secretary & Compliance Officer**  
**M. No.: FCS-8948**

# ANNEXURE A TO DIRECTORS' REPORT

## Business Responsibility and Sustainability Report

### SECTION A: GENERAL DISCLOSURES

<b>I. Details of the listed entity</b>	
1. Corporate Identity Number (CIN) of the Listed Entity	L24239MH1940PLC003176
2. Name of the Listed Entity	FDC Limited
3. Year of incorporation	1940
4. Registered office address	B-8, MIDC Industrial Area, Waluj- 431 136, District Aurangabad, Maharashtra
5. Corporate address	C-3 SKYVISTAS, Near Versova Police Station 106A, J.P. Road, Andheri (West), Mumbai MH 400053
6. E-mail	<a href="mailto:investors@fdcindia.com">investors@fdcindia.com</a>
7. Telephone	+91 (22) 2673 9215
8. Website	<a href="http://www.fdcindia.com">www.fdcindia.com</a>
9. Financial year for which reporting is being done	April 01, 2022, to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange Limited, India Bombay Stock Exchange
11. Paid-up Capital	₹ 16,59,10,084
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Varsharani Katre (Company Secretary & Compliance Officer)  Email: <a href="mailto:varsharani.katre@fdcindia.com">varsharani.katre@fdcindia.com</a>  Tel. No.: +91 (22) 2673 9205
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100%

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

S. No.	Product/Service	NIC Code (3 digits)	% of total Turnover contributed
1	Manufacture of pharmaceuticals, medicinal and chemical products	210	100%



### III. Operations

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

Location	Number of plants	Number of offices	Total
National	9 <sup>#</sup>	19	28
International	0	1	1

<sup>#</sup> The plants include the Company's manufacturing locations and R&D centres

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	Over 70 Countries

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

Approx. 10%

##### c. A brief on types of customers

The external stakeholders are made up of wholesalers, suppliers, customers, employees and the government institutions.

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	6,165	5,956	96.61%	209	3.39%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	6,165	5,956	96.61%	209	3.39%
<b>WORKERS</b>						
4.	Permanent (F)	207	206	99.52%	1	0.48%
5.	Other than Permanent (G)	80	75	93.75%	5	6.25%
6.	Total workers (F + G)	287	281	97.91%	6	2.09%

##### b. Differently abled Employees and workers:

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

**19. Participation/Inclusion/Representation of women**

	Total		No. and percentage of Females	
	(A)	No. (B)	% (B / A)	
Board of Directors	11	3	27.27%	
Key Management Personnel (other than Executive Directors)	2	1	50%	

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41.37%	26.23%	40.84%	38.48%	22.90%	37.90%	31.50%	15.93%	30.87%
Permanent Workers	7.28%	0%	7.03%	3.61%	0%	3.60%	2.20%	0%	2.19%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	FDC Inc., USA	Wholly owned Subsidiary	100%	No
2.	FDC International Limited, UK	Wholly owned Subsidiary	100%	No
3.	Fair Deal Corporation Pharmaceutical SA (Pty) Limited, South Africa	Subsidiary	93%	No

**VI. CSR Details**

<b>22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	Yes
(ii) Turnover (₹ in Lakhs)	₹ 1,77,703.21
(iii) Net worth (₹ in Lakhs)	₹ 1,96,911.96

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>	0	0	-	0	0	-
Shareholders	Yes, <a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>	2	-	-	10	-	-
Employees and workers	Yes, <a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>	0	0	-	0	0	-
Customers	Yes, <a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>	281	0	-	237	0	-
Value Chain Partners	Yes, <a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>	0	0	-	0	0	-

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

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

S. No.	Material issue identified	(R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications (positive or negative)
1	Climate Change and Carbon Emissions	Risk	The rise in the greenhouse effect and global warming, attributed to the release of carbon dioxide from fossil fuel combustion and deforestation, is a growing concern. FDC aims to operate the business in a manner that aligns with social, economic, and ecological considerations. This involves adhering to relevant laws and regulations, as well as adopting pre-emptive actions to preserve ecological equilibrium.	We are closely attentive to the emerging circumstances and are taking action to reshape this situation. FDC is committed to enhancing our resilience against climate-related risks, while also embracing the potential presented by transitioning towards a low-carbon future in the pharmaceutical sector. Notably, our waste management strategy plays a role in mitigating climate change and upholding air quality, given that waste is a significant source of methane emissions. At our facilities, we employ eco-efficient biomass briquette fired steam boilers as our primary steam source. This approach not only curbs our operational emissions but also fulfills the goal of creating economic prospects for local communities. Additionally, we've implemented a photovoltaic solar system with an approximate capacity of 2.5 MWp across our manufacturing plants and depots. This installation serves the dual purpose of conserving energy and reducing carbon emissions.	Negative

2	Air and water pollution	Risk	<p>The installation of energy-inefficient systems could result in the dissemination of contaminated air within the environment. Inadequate waste management practices might lead to the generation of both polluted water and waste. There is a lack of utilization of renewable water sources and an inefficient water consumption system. Furthermore, the absence of facilities for waste decomposition and the treatment of effluents contributes to the challenge of properly disposing hazardous waste</p>	<p>We have taken measures to enhance energy efficiency by incorporating advanced equipment like Dry Scrubbers, Variable Speed Drive (VSD) air compressors, and Air Handling Units (AHUs). To improve air quality, Exhaust HEPA filters have been integrated into all AHUs. Our commitment to environmental responsibility extends to installing Dry and Wet scrubbers across all air emission systems. Recognizing the impending threat of water scarcity with potential catastrophic consequences, we closely monitor the water footprint of our manufacturing processes. This aids us in curbing our reliance on fresh water sources through the application of the 4R principle: reduce, reuse, recycle, and recharge. Striving for water conservation, we've implemented rigorous KPIs to diminish water consumption in all our manufacturing units. Our dedication to sustainability is also evident in consistent investments for process enhancements and the modernization of effluent treatment infrastructure. Notably, our Roha facility has achieved zero liquid discharge status with the incorporation of cutting-edge equipment for treated effluent recycling. Our commitment to effective waste management is supported by well-documented Standard Operating Procedures (SOPs) that are continuously executed and monitored. Initiatives to reduce waste production, particularly in terms of minimizing wastewater generation, remain a focal point of our efforts.</p>	Negative
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3	Biodiversity	Risk	The absence of energy-efficient systems, condensate recovery mechanisms, and devices aimed at conserving electricity further compounds the energy-related limitations.	A comprehensive range of measures were undertaken to curtail energy consumption in our operational processes. These efforts encompassed optimizing systems across various stages, including intensifying greenery within the factory premises to mitigate air pollution, incorporating energy-efficient utility equipment, such as HVAC Chillers, Air compressors, boilers, fans, pumps, and motors. A steam condensate recovery system was implemented, utilizing it as boiler feed water. We are gradually transitioning from lamps to LED bulbs. A PV solar system has also been in place, which generated approximately 32.30 Lakhs units, resulting in savings of approximately 1.16 Crores during the fiscal year 2022-23.	Negative
4	Deforestation	Risk	The presence of a substantial green cover around the pharmaceutical factory stands as a pivotal determinant for ensuring air quality. However, the predominant utilization of cement and concrete in constructing the factory premises has the potential to contribute to the generation of contaminated air within the environment.	We actively engage in initiatives to enhance the greenery by organizing tree plantation campaigns, thereby playing a role in augmenting the verdant surroundings. Notably, we have introduced approximately 1000 Teak wood trees within the confines of our factory premises. Additionally, our commitment to fostering a green environment is evident as around 40% of our factory premises is embraced by lush green corridors.	Negative
5	Energy efficiency	Risk	There is a lack of aspiration and expansion in production aimed at optimizing energy utilization and elevating energy efficiency.	In light of our operational growth and increased production capacity, we utilize specific energy consumption as a gauge of our operational energy efficiency. Our commitment to elevating energy efficiency at the operational level has led to a range of actions that collectively contributed to lowering the overall energy intensity of our operations. This accomplishment has inspired us to establish even more ambitious energy efficiency objectives moving forward.	Positive



6	Waste management	Risk	<p>Inadequate protocols are in place for the proper management of waste disposal. The facilities face challenges in effectively recycling manufacturing waste and processing effluents. The organizations struggle to adhere to established rules and regulations governing waste management procedures. Moreover, there is a deficiency in providing employees with the necessary training regarding the segregation, disposal, and handling of waste materials.</p>	<p>Hazardous waste is directed to authorized waste management facilities for secure and proper disposal. FDC has established systematic Standard Operating Procedures (SOPs) to effectively manage waste. Diverse waste materials such as waste water, glass, plastic liners, fibre drums and metal drums are subjected to recycling initiatives. This includes the establishment of effluent treatment plants, collaborating with registered recyclers, and involving scrap vendors for paper and plastic materials. A commitment to minimizing waste at its origin is upheld. The waste management strategy encompasses categorization, segregation, reduction, handling, and safe disposal of waste, alongside vigilant monitoring, regulation, and control of these processes. Stringent internal policies are in place to ensure that waste collection is exclusively carried out by authorized third parties registered with regulatory bodies.</p>	Negative
7	Data protection and privacy	Risk	<p>Computersystemsarehighly susceptible to various risks such as potential failures and malware infiltrations. Despite significant investments in data security, it is challenging to guarantee complete prevention of system breaches or disruptions. There is a deficiency in establishing adequate contingency plans and ensuring robust system security measures.</p>	<p>In order to proactively address and circumvent such vulnerable situations, we have implemented measures to ensure robust backup systems and fortified system security. These precautions are aimed at mitigating the potential risks and consequences associated with data mishaps.</p>	Negative

8	Employee engagement	Opportunity	To focus on efforts towards all stakeholders and to manage the emerging expectations of a wider set of stakeholders, and adopt organizational goal to motivate and inspire the employees every day. Develop procedures, process and systems for promising employee wellness.	Our engagement endeavours ultimately aim to establish a workplace environment that consistently stimulates and uplifts our employees. Notably, our initiatives focused on employee engagement have played a pivotal role in effectively diminishing our attrition rate.	Positive
9	Community relations	Opportunity	Engagement in fulfilling the social responsibilities, we can improve our reputation in the market and be placed at a competitive advantage by improving our brand image.	Guided by our mission to enhance lives for a healthier and happier world, we actively work towards instigating positive transformations within society. Our endeavors are strategically directed at fostering enduring economic and social benefits for all stakeholders.	Positive
10	Human rights	Opportunity	Companies focusing on respecting human rights demonstrate their commitment to building sustainable and mutually beneficial relationships with those who are influenced or impacted by their operations, such as customers, communities, workers, and investors. This includes demonstrating that they care about the people whose lives they engage with.	FDC has a robust Human Rights policy in place. Our dedication to human rights protection is exemplified by the prominent role given to compliance with laws and regulations governing this aspect in our policy. Our commitment to safeguarding the well-being of our people aligns with the principles outlined in the United Nations Universal Declaration of Human Rights. To ensure the fusion of our core values and principles within our workforce, comprehensive training is provided to our employees regarding all aspects of our code of conduct. Adherence to labor laws and regulations is a strict mandate across all locations where we operate. As part of our overarching commitment to uphold human rights, we firmly prohibit the utilization of child labor and demonstrate a zero-tolerance stance towards any form of discrimination or harassment.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.fdcindia.com/corporate-governance#Policies">https://www.fdcindia.com/corporate-governance#Policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

The Company has received the following certifications:

- Waluj: Major approvals are USFDA, MHRA and PIC/s (Malaysia). We also have approvals from other countries as well (MCAZ, Tanzania, Kenya, Ethiopia, Uganda, Sudan etc). Waluj has also been approved by Ukraine in 2023.  
Goa 1 and Goa 3: Approved by MHRA and PIC/s Malaysia, MCAZ.  
Sinnar : Local WHO, Unicef/MSF, Ethiopia.  
Baddi : PIC/S Malaysia, US-FDA.

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

The Company has identified and drawn up an ESG plan which lays down the key aspects for achieving the targets.

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

The Company has been in the process of setting its targets, the performance will be assessed in forthcoming reporting years.

**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):**

Refer "Our ESG Journey Unfolded", which is forming a part of the Annual Report.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

DIN Number: 00043344

Name: Mr. Mohan A. Chandavarkar

Designation: Managing Director

Telephone number: 022- 2673 9100

Email ID: investors@fdcindia.com

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes, Mohan A. Chandavarkar, Managing Director, looks after Business Responsibility and Sustainability initiatives of the Company.

**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	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Ongoing basis								

11. Has the entity carried out independent assessment evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency:	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No, the Company internally reviews the working of the above-mentioned policies.								

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**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 and Key Managerial Personnel	4	<ol style="list-style-type: none"> <li>Domestic &amp; Export business</li> <li>Business initiatives and plans/projects</li> <li>Overview of BRSR &amp; green energy</li> <li>Industry updates and development</li> <li>Products launched/market standing</li> <li>CSR activities undertaken</li> <li>Cybersecurity</li> </ol>	100%

Employees other than BoD and KMPs	12	1. Occupational Health and Safety 2. Code of Conduct 3. Cyber Security 4. Prevention of Sexual Harassment 5. Human Rights 6. Leadership & Soft skills	100%
Workers	8	1. Occupational Health and Safety 2. Prevention of Sexual Harassment 3. Human Rights 4. Code of Conduct 5. ESG aspects	100%

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

**Monetary**

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

**Non-Monetary**

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

**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. Our Code of Conduct complies with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption which prohibits all directors, senior management and employees to be involved in corrupt activities, offer, give, promise, request and receive payments or make payments to simplify administrative, bureaucratic and other formalities in any form including cash, services, valuables or other benefits to any person or any persons or organizations, including governments and local authorities, government officials, private companies and its representatives, directly or indirectly.

More information about this policy can be found in our code of conduct: [https://www.fdcindia.com/pdf/policies/Code\\_of\\_Conduct\\_of\\_FDC\\_Limited.pdf](https://www.fdcindia.com/pdf/policies/Code_of_Conduct_of_FDC_Limited.pdf)

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

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not applicable	0	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not applicable	0	Not applicable

**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.**

Not Applicable.

**Leadership Indicators**

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

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

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

Yes, the Company's Code of Conduct expects all its directors to avoid any activity that may create a conflict with the best interests of the Company. Annually Directors are required to disclose to the Company that they abide by the Code of Conduct.

Weblink: <https://www.fdcindia.com/corporate-governance#Policies>

**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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	0.50%	2.85%	<p>1. Energy efficient utility equipment are used to reduce the requirement of electricity as well as Fuel. Thereby reducing the negative impact on Environment.</p> <p>2. By using Centralized Nitrogen generation plant at Roha plant, manual handling of the Nitrogen cylinder is avoided, which ultimately increases human safety.</p> <p>3. RO-MEE system is used at Roha plant to achieve Zero liquid discharge.</p>



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

Yes, the Company has a well-established procedure of Vendor Development. Materials are procured both locally and internationally from approved Vendors. The Company regularly conducts audits for these Vendors. Further, the Company is in the process of assessing our significant vendors on multiple criteria including human rights, social impact, safety and environment.

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

Most of our inputs are sourced from sustainable vendors.

**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.**

Plastic waste is treated in line with Extended Producer Responsibility (EPR) obligations. The Company is working with approved third-party recycler to collect and recycle an equivalent amount of waste plastic from each state where our products are sold.

E-Wastes are being disposed through appropriate vendors as per e-waste management rules. On successful disposal of all material, vendor shall provide to E- waste disposal certificate.

Waste generated from the ETP as well as the product manufacturing process is safely handed over to the authorized Common Hazardous Waste Treatment, Storage and Disposal Facility (CHWTSDF) for disposal.

**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, Extended Producer Responsibility is applicable for FDC Limited. FDC Limited is currently in the process of registering its Extended Producer Responsibility (EPR) plan which shall be submitted to Pollution Control Board. FDC understands the importance of responsible waste management and its impact on the environment. As a pharma company, FDC takes this responsibility seriously, and the EPR registration is a testament towards ecological preservation and social responsibility commitment.

**PRINCIPLE 3: Businesses Should Respect And Promote The Well-Being Of All Employees, Including Those In Their Value Chains**

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number ©	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	5,956	5,956	100%	5,956	100	NA	NA	-	-	-	-
Female	209	209	100%	209	100	209	100%	-	-	-	-
Total	6,165	6,165	100%	6,165	100	209	3.39%	-	-	-	-
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number ©	% (C / A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	206	206	100%	206	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
<b>Total</b>	<b>207</b>	<b>207</b>	<b>100%</b>	<b>207</b>	<b>100%</b>	<b>1</b>	<b>0.48%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	75	75	100%	75	100%	-	-	-	-	-	-
Female	5	5	100%	5	100%	-	-	-	-	-	-
<b>Total</b>	<b>80</b>	<b>80</b>	<b>100%</b>	<b>80</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	YES	100%	100%	YES
ESI	32.52%	5.80%	YES	42.57%	9.13%	YES

**3. Accessibility of workplaces**

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

Plants and Corporate office of the Company have lifts for easy movement of differently abled people.

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

Yes, <https://www.fdcindia.com/corporate-governance#Policies>

**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	-	-	-	-
Female	100%	83.33%	-	-
<b>Total</b>	<b>100%</b>	<b>83.33%</b>	<b>-</b>	<b>-</b>



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

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

Yes, the Company has a mechanism to receive and redress grievances..

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union(D)	% (D / C)
Total Permanent Employees	6,165	0	0%	6,117	0	0%
Male	5,956	0	0%	5,898	0	0%
Female	209	0	0%	219	0	0%
Total Permanent Workers	207	203	98.06%	219	219	100%
Male	206	202	98.06%	218	218	100%
Female	1	1	100%	1	1	100%

**8. Details of training given to employees and workers:**

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/ D)	No.(F)	% (F/D)
<b>Employees*</b>										
Male	5,956	5,956	100%	5,956	100%	5,898	5,898	100%	5,898	100%
Female	209	209	100%	209	100%	219	219	100%	219	100%
Total	6,165	6,165	100%	6,165	100%	6,117	6,117	100%	6,117	100%
<b>Workers</b>										
Male	206	206	100%	206	100%	218	218	100%	218	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
Total	207	207	100%	207	100%	219	219	100%	219	100%

\*The employees covered in this table covers only Permanent employees.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	5,956	4,677	78.53%	5898	4080	69.18%
Female	209	186	89.00%	219	186	84.93%
Total	6,165	4,863	78.88%	6117	4266	69.74%
<b>Workers</b>						
Male	206	206	100%	218	218	100%
Female	1	1	100%	1	1	100%
Total	207	207	100%	219	219	100%

## 10. Health and safety management system:

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

To ensure the health and safety of our employees, we have implemented a fully-functioning Occupational Safety and Health Management System (OSHMS). This system includes a fully-equipped Occupational Health Center (OHC) at all of our locations in Goa, as well as an ambulance/Vehicle for transporting employees in emergency medical cases.

We also have a FMO (Factory Medical Officer) Doctor who visits the plant's on a regular basis, and a full-time paramedical nurse is stationed on-site. This team of professionals is dedicated to providing our employees with the highest level of care.

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

We conduct regular safety audits through external parties to comply with the Factories Act. The audits cover OHS (Occupational & Health Safety), Electrical Safety, HIRA (Hazard Identification and Risk Assessment), and electrical safety. Based on the suggestions/ observations of these audits we comply to the findings and also update our emergency evacuation plan based on the findings of these audits if any.

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

Yes. Employees and workers can report work related hazard to their respective Unit Head or HR to which corrective and preventive actions shall be taken.

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

Yes, employees can access non-occupational medical and healthcare services. First aid kits are kept for any minor cuts or injuries or tablets for any non-occupational injuries and illness. Eligible employees/Workers are provided ESI benefits per the Employees State Insurance Act. Employees are provided with medical insurance based on their applicability.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



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

We have comprehensive health and safety policies that outline their commitment to creating a safe work environment. Regular risk assessments are conducted to identify potential hazards in the workplace. Employees are provided with thorough training on workplace safety protocols, including proper equipment usage, emergency response procedures, and safe handling of chemicals. Employees are encouraged to report safety concerns or incidents promptly. Regular reviews of safety practices and incident reports are used to identify areas for improvement.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

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

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

Not applicable

**PRINCIPLE 4: Businesses Should Respect The Interests Of And Be Responsive To All Its Stakeholders**

**Essential Indicators**

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

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. During our business, we engage with multiple stakeholder groups. This includes employees, shareholders, suppliers, customers, healthcare professionals, regulators, Government and Drug Regulators, communities & NGO, etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholder	No	1. Annual General Meeting 2. Quarterly Result 3. Investor presentations 4. Press Release 5. Company Website 6. Annual Report	need-based	Update shareholder on Business operations and Performance, and Compliance with laws

Government and Drug Regulators	No	In-person meetings, E-mail	Need-based	Discussions with regards to clarification on various regulations and amendments, so as to comply with relevant statutory and regulatory requirements.
Supplier/vendor/ third party manufacturer	No	Physical and Virtual Vendor meets, e-mail, telephonically	Ongoing	Identification of right partners to enable our growth agenda, Ensuring compliance, sustainable procurement practices, Product Quality, Timely delivery.
Community & NGO	Yes	Virtual modes such as e-mail, telephonically, Site visit mainly for CSR project.	Ongoing	Supporting communities for social upliftment, Promoting healthcare, education etc under CSR initiative.
Customers	No	Website and Brochures, E-mail, customer events	need-based	To enhance Business, to ensure regular supply of the products and to inform about the product.
Employees	No	Direct & other communication mechanisms including mailers, Intranet.	As required	Business performance, Health and Safety Awareness, career opportunities and personal development, skill upgradation for personal and professional growth.

### PRINCIPLE 5: Businesses Should Respect and Promote Human Rights

#### Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	6165	6165	100%	6117	6117	100%
Other than permanent	0	0	-	0	0	-
Total Employees	6165	6165	100%	6117	6117	100%
<b>Workers</b>						
Permanent	207	207	100%	219	219	100%
Other than permanent	80	80	100%	80	80	100%
Total Workers	287	287	100%	299	299	100%



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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Permanent										
Male	5,956	0	0%	5,956	100%	5,898	0	0%	5,898	100%
Female	209	0	0%	209	100%	219	0	0%	219	100%
Total	6,165	0	0%	6,165	100%	6,117	0	0%	6,117	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent										
Male	206	0	0%	206	100%	218	0	0%	218	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Total	207	0	0%	207	100%	219	0	0%	219	100%
Other than permanent										
Male	75	0	0%	75	100%	75	0	0%	75	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Total	80	0	0%	80	100%	80	0	0%	80	100%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ In Lakhs)	Number	Median remuneration/salary/wages of respective category (₹ In Lakhs)
Board of Directors (BoD)	8	84.30	3	4.65
Key Managerial Personnel (other than executive Director)	1	102.75	1	40.12
Employees other than BoD and KMP	5951	3.26	208	5.27
Workers	206	5.74	1	6.00

**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.**

Yes, we have grievance redressal policy for internal stakeholders, it is applicable to all employees and workers to report grievance related to human rights issues.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

The Company has a Sexual Harassment Policy set in place to address a complaint regarding discrimination and harassment cases. This policy is applicable to all employees of the Company and the Company has formed an Internal complaints committee for Prevention of Sexual Harassment (POSH) against employees in workplace. Any employee, ('Complainant') who has a reasonable confrontation that she/he is being sexually harassed directly or indirectly, may submit a complaint of the alleged incident/s to any member of the POSH committee in writing, or email the complaint to [complaint.committee@fdcindia.com](mailto:complaint.committee@fdcindia.com) within 3 months of occurrence of the incident.

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

Yes, in certain business agreements and contracts wherever relevant.

**9. Assessments for the year.**

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

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

Not Applicable

**Leadership Indicators****1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

We haven't received any human rights grievances / complaints in the reporting year.

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

The Company in the reporting period did not undertake any Human Rights due diligence.

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

Yes, the corporate office and Plant premises have lift for differently abled individuals.

**4. Details on assessment of value chain partners: No assessment of value chain partners is carried out in the reporting period****5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.- Not Applicable**

## PRINCIPLE 6: Businesses Should Respect and Make Efforts To Protect And Restore The Environment

### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,09,911.15	1,02,839.96
Total fuel consumption (B)	72,707.13	66,645.81
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	1,82,618.29	1,69,485.77
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.02	0.95
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

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

Not Applicable

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

Parameter	FY 22-23	FY 21-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	24928	24761
(iii) Third party water	190912	187260
(iv) Seawater / desalinated water	0	0
(v) Others (recycled/reused)	971	927
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	216811	212948
Total volume of water consumption (in kilolitres)	216811	212948
Water intensity per rupee of turnover (Water consumed / turnover)	1.22	1.19
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

\* Water consumed includes water withdrawn, water recycled and rainwater harvested. However, net water consumption after discharged founds to be (consumed-discharged) value.

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

RO-MEE plant with a capacity to handle 990kg/h HPS effluent feed is operational at FDC Limited Roha Facility to achieve Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 22-23	FY 21-22
Nox	Parts per million by volume	112.00	128.79
Sox	Parts per million by volume	38.98	33.96
Particulate matter (PM)	Milligram per cubic metre	210.66	242.12
Persistent organic pollutants (POP)	Microgram per cubic metre	-	-
Volatile organic compounds (VOC)	Microgram per cubic metre	-	-
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.

Yes: Plant wise agency:

For Baddi Plant: 1) Shri Om testing and research Laboratory.  
2) Eco Pro Engineers Pvt. Ltd.

For Sinnar Plant: 1) Ashwamedh Engineers and Consultant.

For Waluj Plant: 1) Excellent Enviro Laboratory & Research center.

For Roha Plant: 1) Excellent Enviro Laboratory & Research center.

For Goa I & II Plant: 1) Sadekar Enviro Engineers Pvt. Ltd.

For Goa III Plant: 1) Sadekar Enviro Engineers Pvt. Ltd.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Scope 1 (Including Biogenic)	Metric tonnes of CO <sub>2</sub> equivalent	7,683.94	6,292.73
Scope 1 (Excluding Biogenic CO <sub>2</sub> )	Metric tonnes of CO <sub>2</sub> equivalent	2,520.91	1,654.48
Biogenic emission	Metric tonnes of CO <sub>2</sub>	5,163.04	4,638.25
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	22,111.27	20,916.47
Total Scope 1 and Scope 2 emissions per Lakh rupee of turnover		0.1244	0.1177
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			No

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

Yes, FDC has PV Solar System with a total capacity of 2.5 MWp has been installed across the FDC Limited.





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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	748.31	691.515
E-waste (B)	1.245	0.022
Bio-medical waste (C)	1.026315	1.0706
Construction and demolition waste (D)	5360.5	6376.5
Battery waste (E)	2.817	0.497
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	437.6755	291.849
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)		
1. Paper	275.419	185.043
2. Wood	19.84	4.006
3. Broken Glass Bottle	20.39	17.204
4. Aluminium PP	2.039	0.203
5. Scrap (Metal)	58.178	31.71
6. Briquette Ash	161.255	85.285
7. Product Sludge	22.58	35.22
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>7111.3</b>	<b>7720.1246</b>

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

Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Category of waste		
(i) Incineration	96.527	62.41
(ii) Landfilling	627.40	849.0805
(iii) Other disposal operations	6851.02	6045.11
Total	7574.94	6956.6

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

No

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

FDC India has adopted the following practices:

1. Waste generated from ETP as well as product manufacturing process is safely handed over to the authorized Common Hazardous Waste Treatment, Storage and Disposal Facility (CHWTSDF) at respective locations.
2. ETP/STP plants are operational at all the manufacturing plants and the discharge water parameters are maintained within the limits provided by respective State Pollution Control Board.
3. RO-MEE plant is operational at FDC Limited Roha facility to achieve Zero Liquid Discharge

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

Not Applicable

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

There was no impact assessments conducted for projects in the financial year 2022-23.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N):

Yes, the Company is compliant with applicable environmental laws, regulations, and guidelines in India.

### Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	11,638.86	9,877.88
Total fuel consumption (B) (GJ)	49,587.36	44,547.13
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	61,226.22	54,425.01
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	98,272.29	92,962.08
Total fuel consumption (E) (GJ)	23119.77	22098.68
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	1,21,392.06	1,15,060.76
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
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- tertiary treated	7263	4332
(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- tertiary treated	57144	45677



(v) Others		
- No treatment	0	0
<b>- With treatment-please specify level of treatment – Gardening- Tertiary treated</b>	32989	31118
Total water discharged (in kilolitres)	97396	81127
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

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

- (i) Name of the area: Waluj, Roha, Sinnar, Goa, Baddi
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	46,006	43044
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	46,006	43044
Total volume of water consumption (in kilolitres)	37185	27098
Water intensity per rupee of turnover (Water consumed / turnover)	0.209	0.152
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment-please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment-please specify level of treatment	0	0
(iii) Into 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	0	0
(v) Others	15675	20451
- No treatment	0	0
- With treatment-please specify level of treatment- Gardening Tertiary Treated	15675	20451
Total water discharged (in kilolitres)	15675	20451
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	NO	

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

The Company in the reporting period did not calculate scope 3 emissions & its intensity

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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Rooftop PV solar system	PV Solar system with a total capacity of 2.5 MWp has been installed across the FDC Limited Group	Generation and utilization of green energy resources, thereby reducing the Carbon emission
2	Use of Green fuel for Boilers	Agro waste-based fuel are used for boilers as a primary fuel	Utilization of Green energy resources, thereby reducing the Carbon emission
3	Insulated roofing	Most of the roofs are sandwiched Rockwool insulated to achieve temperature gradient up to 8 – 10 Degree Celsius	Maintaining ambient conditions below 30 Degree Celsius without Air conditioning, thereby savings in electricity consumption.
4	Waste water recycling	ETP treated water is being used for toilet flushing	Reduction in source water requirement and efficient use of waste water.
5	Use of LED lightings	For any new project LED lights are used and for old facilities existing CFL/FTL/MVL/SVL are replaced with LED lights.	Reduction in electricity consumption.
6	Selection of energy efficient equipment	Most of the utility equipment such as HVAC Chillers, Air compressors, boilers, fans, pumps, motors installed are energy efficient.	Reduction in electricity and fuel consumption due to efficient design and minimal losses.
7	Cyclone Separator	Cyclone separator used to separate out solid particulate matter from boiler flue gases.	Maximize air filtration of boiler flue gases to reduce environment pollution.
8	DAF	Dissolved air flotation unit separates emulsified items like oil, greases, ghee etc.	Output archived as clear effluent for further ETP treatment
9	Dust Collector	Dust collector separates and collect the dust generated during manufacturing and filling process.	Reduced dusting in product manufacturing and filling area.
10	Wet scrubbers	Wet scrubbers are used to scrub the solvent fumes for process equipment.	Exhausting the clean air in to atmosphere.
11	RO - MEE	Reverse Osmosis and Multi effect evaporator (RO-MEE) system to treat High pollutant and low pollutant stream is operational at FDC Limited Roha Plant.	To achieve Zero liquid discharge at API plant.



**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.	3
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b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Drug Manufactures' Association (IDMA)	National
2	Association of Small and Medium Chemical Manufacturers (ASMECHEM)	National
3	Pharmaceutical Export Promotion Council of India (PHARMEXCIL)	National

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

During the year, there were no cases issued against the Company for pertaining to anti-competitive conduct.

**PRINCIPLE 8: Businesses Should Promote Inclusive Growth and Equitable Development**

**Essential Indicators**

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

In the reporting year, the Company did not undertake any Social Impact Assessment.

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

Not Applicable

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

The Company engages with its community members through the channel of Email and in-person meetings. These channels of communication facilitate the receipt and redressal of grievances of the community

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	25%	29%
Sourced directly from within the district and neighbouring districts	42%	44%

**Leadership Indicators**

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

In the reporting year, the Company did not undertake any Social Impact Assessment.

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

In the reporting year, the company did not undertake any CSR Project in designated aspirational districts. However the company focused on undertaking CSR projects in the areas surrounding its plants/business operations.

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

No, the Company does not have any preferential procurement policy

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Nutrition Programme	500 Students	100%
2.	Sustainable Livelihoods and Development	185 families	100%
3.	Medical and Health facility for rehabilitation of street youth indulged in drug consumption	2000 youth	100%
4.	Breast and Ovarian Cancer Surgery for patients.	125	100%
5.	Medical Camp and other	720	100%
6.	Environment Awareness Campaign for Empowering And Building Resilient Communities	500	100%
7.	School & Education	650	100%

Beyond the beneficiaries listed above, we have worked on programs related to education and sports.

**PRINCIPLE 9: Businesses Should Engage With and Provide Value To Their Consumers In A Responsible Manner**

**Essential Indicators**

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

The Company has a comprehensive Complaint Management system to facilitate timely redressal of the consumer complaints received in terms of product quality, adverse effect etc. The Company provides grievance redressal mechanisms which are transparent and accessible, which address the client concerns and feedback.

Weblink for adverse event reporting: <https://www.fdcindia.com/adverse-event-reporting> Consumers may also register complaints through your Company's toll-free number [1800 266 9347](tel:18002669347) or through Email- [drug.safety@fdcindia.com](mailto:drug.safety@fdcindia.com) .

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

**Company's products are pharmaceutical medicines and drugs; therefore, all our products contain information such as guidance on Storage Conditions, handling, dosage, expiry, etc.**

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other-Compliant from Customer	281	NIL	NA	237	NIL	NA

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

	Number	Reasons for recall
Voluntary recalls	3	<ol style="list-style-type: none"> <li>Directive from Regulatory Authority - the sample did not conform to test of Uniformity of Dispersion.</li> <li>The Flemiclav Forte Dry Syrup was bottle packed in carton of Flemiclav Kid Dry Syrup with batch details of Flamiclav Forte Dry Syrup.</li> <li>Directive from Regulatory Authority as assay of Hydroxypropyl methyl cellulose did not meet the specification (NSQ).</li> </ol>
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 Privacy Policy of FDC Limited includes policies on cyber security and risks related to data privacy. <https://www.fdcindia.com/privacy-policy>

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

Not applicable

**Leadership Indicators**

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

Information on the products of FDC can be accessed on the Company website: <https://www.fdcindia.com/repository.php>

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

The information label attached to each product informs the consumers about instructions for safe use, sourcing of ingredients, composition, mechanism of action, product interactions and side effects, and guidance on appropriate storage conditions, among others.

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

As per the guidelines of National Pharmaceutical Pricing Authority (NPPA), the Company discloses discontinuation of any scheduled formulation by issuing a public notice.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not applicable

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

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

There have been no instances of data breaches in the reporting period.

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

There have been no instances of data breaches in the reporting period.