

June 21, 2023

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

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

Pursuant to Regulation 34 of SEBI (LODR) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2022-23.

This is for your information and records.

Thanking you,  
Yours sincerely,  
**For Laurus Labs Limited**

**G. Venkateswar Reddy**  
**Company Secretary &**  
**Compliance Officer**

Encl: As above

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## Section A) General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24239AP2005PLC047518
2.	Name of the Listed Entity	Laurus Labs Limited
3.	Year of incorporation	2005
4.	Registered office address	Laurus Enclave, Plot Office 01, E. Bonangi Village, Parawada Mandal, Anakapalli District– 531 021, Andhra Pradesh, India.
5.	Corporate address	2 <sup>nd</sup> Floor, Serene Chambers, Road No.7, Banjara Hills, Hyderabad – 500 034, Telangana, India
6.	E-mail	<a href="mailto:secretarial@lauruslabs.com">secretarial@lauruslabs.com</a>
7.	Telephone	+91 40 6659 4333
8.	Website	<a href="http://www.lauruslabs.com">www.lauruslabs.com</a>
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11.	Paid-up Capital	₹ 107,73,01,850/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. G. Venkateswar Reddy, Company Secretary and Compliance Officer Telephone: +91 40 6659 4333 Email: <a href="mailto:secretarial@lauruslabs.com">secretarial@lauruslabs.com</a> Address: 2 <sup>nd</sup> Floor, Serene Chambers, Road No.7, Banjara Hills, Hyderabad – 500 034, Telangana, India
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	<b>Standalone basis</b>

### II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of the turnover of the entity
1.	Manufacturing of pharmaceutical products	Manufacturing of pharmaceutical products	99.72 %

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1.	Pharmaceutical Products	21009	97.48 %

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
<b>National:</b>			
Visakhapatnam, Andhra Pradesh, India	6	1	7
Hyderabad, Telangana, India	1	1	2
<b>International:</b>			
USA, UK, Germany, SA		4	4

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National	Pan india
International	62 Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity ? - **71%**

c. A brief on types of customers - **Refer note no. 17(v) of the standalone financial statements**

18. Employees

#### IV. Details as at the end of the year

a. Employees and workers (including differently abled):

SL No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. C	% (C/A)
<b>Employees</b>						
1	Permanent (D)	5753	5335	92.73	418	7.27
2	Other than Permanent (E)					
3	Total Employees (D+E)	5753	5335	92.73	418	7.27
<b>Workers</b>						
4	Permanent (F)					
5	Other than Permanent (G)	4561	4528	99.28	33	0.72
6	Total (F+G)	4561	4528	99.28	33	0.72

b. Differently Abled Employees & Workers

SL No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. ©	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	0	0	0
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0

20. Turnover rate for permanent employees and workers.

	Turnover Rate - FY2023			Turnover Rate – FY2022			Turnover Rate – FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	26%	19%	14%	18%	15%	13%	16%	14%
Permanent Workers									

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

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

S. No.	Name of the company	CIN/ FCRN	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by Holding Company	Does the company participate in the Business Responsibility initiatives of the parent company? (Yes/No)
1	Sriam Labs Private Limited	U24239TG2002PTC038490	Subsidiary	100 %	Yes
2	Laurus Synthesis Private Limited	U24110TG2020PTC140333	Subsidiary	100 %	Yes
3	Laurus Specialty Chemicals Private Limited	U24110TG2022PTC168791	Subsidiary	100 %	Yes
4	Laurus Bio Private Limited	U02423KA2005PTC036770	Subsidiary	76.60 %	Yes
	Immunoadoptive Cell Therapy Private Limited	U74999MH2018PTC315497	Associate	26.62 %	Yes
	Ethan Energy India Private Limited	U40100TG2018FTC125395	Associate	26 %	Yes
5	Laurus Generics SA (Pty) Ltd		Subsidiary	100 %	Yes
7	Laurus Holdings Limited		Subsidiary	100 %	Yes
8	Laurus Generics GmbH		Step Down Subsidiary	100 %	Yes
9	Laurus Generics Inc		Step Down Subsidiary	49.24 % Directly and 50.76 % through Laurus Holdings Limited	Yes

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CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹): 5,773 Crores
- (iii) Net worth (in ₹): 4057 Crores

## 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 grievance redress policy)	FY2023			FY2022		
		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	0	0		0	0	
Investors (Other than Shareholders)	Yes	0	0		0	0	
Shareholders	Yes	0	0		0	0	
Employees & Workers	Yes	0	0		0	0	
Customers	Yes	0	0		0	0	
Value Chain Partners	Yes	0	0		0	0	
Other (Please specify)							





weblink of the policy on grievance handling - <https://www.lauruslabs.com/Investors/PDF/Policies/PGH.pdf>















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

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

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

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

SL No	Material Issue Identified	Risk / Opportunity	Rationale for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity
01	Environment, Health and Safety (EHS)		Operations are subjected to varieties of regional and global governmental, and non-governmental EHS rules and regulations.	<ul style="list-style-type: none"> <li>- Improving focus on sustainable energy</li> <li>- Strengthening and promoting a safety culture programme and awareness across the company</li> <li>- Conducting periodic audits in high-risk sites</li> </ul>	
02	Industry risk		Sectoral and market downturns could have potential and immediate impact on company performance	<ul style="list-style-type: none"> <li>- Analysing industry and pharma-sectoral trends and periodic horizon scanning</li> <li>- Ongoing plans to implement a business continuity plan to minimize risks</li> </ul>	
03	Regulatory risk		The pharmaceutical sector is highly regulated and it is under continual surveillance and scrutiny by regulatory bodies and authorities. Inability to meet requirements may have potential negative impacts on the business	<ul style="list-style-type: none"> <li>- Improving compliance/ regulatory requirements review mechanism</li> <li>- Utilizing the information management system to detect changes in the regulatory environment and their impact periodically</li> </ul>	
04	Competition risk		Market presence and penetration can be affected by domestic and international competitions	<ul style="list-style-type: none"> <li>- Building economies of scale in manufacturing, distribution and procurement to maintain cost advantage</li> <li>- Strengthening long-term relationships with key customers by offering better quality and service know-how</li> <li>- Introducing cost improvement initiatives and enhancing manufacturing efficiency at plants</li> <li>- Undertaking R&amp;D initiatives, focusing on optimizing raw material consumption and increasing manufacturing capability</li> </ul>	

SL No	Material Issue Identified	Risk / Opportunity	Rationale for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity	
05	Innovation risk		Development of innovative products is critical in improving the product portfolio of the company, Lack of innovation may negatively affect business growth.	<ul style="list-style-type: none"> <li>- Ensuring R&amp;D capabilities and proven track record in filing, approval and commercialisation of niche products and processes.</li> <li>- Improving internal capabilities, know-how and enhancing process optimisation to strengthen market leadership</li> </ul>	 	
06	Financial risks		The foreign exchange rate fluctuations could impact our company's net expenses and other future investments.	<ul style="list-style-type: none"> <li>- Implementing a strong currency hedging plan/ strategy and periodically evaluating derivatives to address risks</li> </ul>	 	
07	Capacity planning and Optimisation risk		Inability to meet dynamic customer needs can impact business growth	<ul style="list-style-type: none"> <li>- Tracking trends and horizon scanning to keep up with the market and deliver and satisfy customer needs</li> <li>- Implementing plans to ensure plant capacities meet market expectations</li> <li>- Process optimization and improving efficiency to reduce productionrelated risks such as plant malfunctions</li> </ul>	 	
08	Operational risk		Efficiency and effectiveness of business operations can be significantly impacted if and when vendor customer relations are not managed effectively	<ul style="list-style-type: none"> <li>- Stabilizing vendor risks and challenges by the implementation of action plans</li> <li>- Forging long-term partnerships with regional and global pharmaceutical companies to ensure revenue visibility</li> </ul>	 	
						
	<b>Natural capital</b>	<b>Human capital</b>	<b>Social and relationship capital</b>	<b>Financial capital</b>	<b>Manufactured capital</b>	<b>Intellectual capital</b>

## SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	No formal policy yet	No formal policy yet	Yes	No	Yes	No
b. Has the policy been approved by the Board? (Yes/No)	Approved by HOD	No	Yes	No	No	Yes	No	Yes	No
c. Web Link of the Policies, if available	<a href="https://www.lauruslabs.com/Investors/PDF/Policies/BCCEP.pdf">https://www.lauruslabs.com/Investors/PDF/Policies/BCCEP.pdf</a>	No	<a href="https://www.lauruslabs.com/Investors/PDF/Policies/BCCEP.pdf">https://www.lauruslabs.com/Investors/PDF/Policies/BCCEP.pdf</a>	No	No	<a href="https://www.lauruslabs.com/Investors/PDF/Policies/EHSPolicy-LaurusLabs.pdf">https://www.lauruslabs.com/Investors/PDF/Policies/EHSPolicy-LaurusLabs.pdf</a>	NA	<a href="https://www.lauruslabs.com/Investors/PDF/Policies/Corporate_Social_Responsibility_Policy.pdf">https://www.lauruslabs.com/Investors/PDF/Policies/Corporate_Social_Responsibility_Policy.pdf</a>	No
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	No	Yes	No	Yes	No
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	No	No	No	No	Yes	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes, We follow GRI guidelines	No	Yes. We follow ISO45001	No	No	Yes ISO 14001	No	Yes	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Refer Chairman's Letter Page 11									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Satyanarayana Chava, Executive Director and Chief Executive Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes. Dr. Satyanarayana Chava, Executive Director and Chief Executive Officer is responsible								

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Business Steering Committee	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
<b>Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>									
The entity does not consider the Principles material to its business (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	The company has no direct policies for the specified principles however our ESG initiatives are mostly in alignment with the goals of the 9 principles.																	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
It is planned to be done in the next financial year (Yes/No)	The company has no plans to implement in FY24 however going forward the management may align its ESG initiatives with the 9 principles.																	
Any other reason (please specify)	Nil																	



## 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	% of persons in respective category covered by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil	Nil
Workers	Nil	Nil	Nil

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):

A. Monetary

Particulars	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	NIL				
Settlement					
Compounding Fee					

B. Non Monetary

Particulars	NGRBC Principle	Name of the regulatory /Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred ?
Imprisonment				
Punishment		NIL		

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.

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

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

Yes. <https://www.lauruslabs.com/Investors/PDF/Policies/BCCEP.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:

	FY2023	FY2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY2023		FY2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

7. 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.

### Leadership Indicators

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

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

## 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.

Category	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	0.92 %	0.40 %	<p>Lesser footprint with improved process safety.</p> <p>Improve the atom efficiency of the processes.</p> <p>Minimize re-works, handling wastage and exposure to humans.</p> <p>Enhanced control over product quality which ensures patient safety.</p> <hr/> <p>Helps in achieving improved control over particle size of oral solid drug substances.</p> <p>This helps in developing novel drugs meeting the unmet patient needs.</p> <hr/> <p>Helps in understanding complex reactions which are sensitive to oxygen/air.</p> <p>In turn, this helps in developing novel drugs meeting the unmet patient needs.</p> <hr/> <p>Reduce the number of process steps to reduce the carbon footprint</p> <p>Improve the atom efficiency of the processes.</p> <hr/> <p>Reduce the number of process steps to reduce the carbon footprint</p> <p>Improve the atom efficiency of the processes.</p>
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? **Yes**
- b. If yes, what percentage of inputs were sourced sustainably?
3. Processes in place to safely reclaim products for reuse, recycle, and describe the safe disposal of products at the end of life for a. Plastics (Including Packaging) b. E-Waste c. Hazardous waste d. other waste

**Ensuring sustainability within the supply chain:** The quality of our products is of utmost importance and suppliers are only on boarded after a series of stringent checks to warrant that they are aligned with the expectations of the company. We on board our suppliers after taking into consideration the required quality, EHS, and sustainability criteria. Our critical **tier 1 suppliers** are further assessed based on vendor audits. During the year, around **64 vendors** have been evaluated on sustainability criteria.

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

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

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

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, steps taken to address the same. - **No**

**Leadership Indicators**

1. Life Cycle Assessment

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

NIC Code	Name of Product / Service	% of total turnover contributed	The boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/No) If yes provide the link
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During the earlier years, the Company has already carried out Life Cycle Assessment in respect of Curcumin and Resveratrol.

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

Name of the product /Service	Description of the risk/concern	Action Taken

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

**Nil**

Indicate Input Material	Recycled or re-used input material to total material	
	FY23	FY22

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

Category	FY23			FY22		
	Re-used	Re-Cycled	Safely Disposed	Re-used	Re-Cycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category

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

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent Employees</b>											
Male	5335	5335	100%	5335	100%	NA	NA	5335	100%	NA	NA
Female	418	418	100%	418	100%	418	100%	NA	NA	418	100%
Total	5753	5753	100%	5753	100%	418	100%	5335	100%	418	100%
<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	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent Workers</b>											
Male	NIL										
Female	NIL										
Total	NIL										
<b>Other than permanent workers</b>											
Male				4528	100						
Female				33	100					33	100
Total				4561	100					33	100

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2023			FY 2022		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	100%		Y	100%		Y
Gratuity	39%		NA	38%		NA
ESI	22%		Y	25%		Y
Others – specify	--		--	--		--

3. Accessibility of workplaces

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, a web-link to the policy. – **Yes**, <https://www.lauruslabs.com/Investors/PDF/Policies/NDP.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	99%	100%		
Female	97%	100%		
Total	98%	100%		

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

Particulars	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

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

Category	FY2023			FY2022		
	Total employees / workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees / workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
<b>Total Permanent Employees</b>						
Male		Nil			Nil	
Female						
<b>Total Permanent Workers</b>						
Male		Nil			Nil	
Female						

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY2023					FY2022				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		No. B	% (B/A)	No.C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	5335	5335	100	5335	100	4743	4404	92.86	4404	92.86
Female	418	418	100	418	100	388	362	93.43	362	93.43
Total	5753	5753	100	5753	100	5131	4766	93.14	4766	93.14
Workers										
Male										
Female										
Total										

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

Category	FY2023			FY2022		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
<b>Employees</b>						
Male	5335	5335	100	4743	4743	100
Female	418	418	100	388	388	100
Total	5753	5753	100	5131	5131	100
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system

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

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

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

**We have different standard operating procedures such as (EHS/004: EHS Risk Assessment and EHS/028: EHS Internal audits, inspection) implemented to identify work related hazards and their associated risks. Before execution of any process we carry out activity based risk assessment (ABRA) followed by HAZOP study (Hazard Operability) and ERA (Exposure Risk Assessment). We implement all recommendations to ensure the process is safe before execution.**

**We have implemented change control program where all changes (which may create potential risks) are assessed prior to implementation and after thorough review, all changes are accepted.**

**We follow up line management responsibility in implementing safety and hence we engage our employees as One Day safety officer to identify unsafe situations. Safety department takes round on the shop floor and highlights the unsafe situations as well.**

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

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

**Yes, we encourage our workers to report all unsafe observations immediately. We have engaged our employees as safety champion who are reporting in each shift, takes round on the shop floor, monitors critical activities and reports all unsafe situations.**

**Also we have dedicated safety department who takes frequent rounds in shop floor to identify unsafe situations.**

**We have EHS committee members who highlight all unsafe situations to the safety department and safety committee.**

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

**No, the employees/ workers of the entity does not have access to non-occupational medical and healthcare services.**

11. Details of safety related incidents

Safety Incident / Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0.23	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No of fatalities	Employees	3	-
	Workers	2	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

1. **We have implemented various standard operating procedures (SOP) and Operational Control Procedures (OCP) to ensure safety at workplace.**
2. **Periodically training is given to all workers on safe practices.**
3. **Continuous inspections and periodical audits are carried out to identify all unsafe situations.**
4. **We are carrying out several audits in the specific areas by the third party to identify the gaps and improving further.**
5. **Designed the workplace based on the latest statutory requirements and complying with all safety norms.**
6. **Process safety studies are carried out for all processes before execution, risk assessment is done to make the process safe. All process safety requirements are implemented.**
7. **EHS promotional activities are carried out to encourage safe practices and promote safety as a culture.**
8. **Periodical review meeting with senior management to improve safety requirement.**

13. Number of complaints made by employees and workers

	FY2023			FY2022		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year

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

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

- **We implement all recommendations related to different safety audits, statutory audits and incidents. Best practices from other industries are implemented as well.**
- **All recommendations related to risk assessments are implemented to make the process safe.**

#### Leadership Indicators

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

**Yes for both the Employees and Workers**

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

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

3. Number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total Number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023	FY2022	FY2023	FY2022
Employees	3	0	0	0
Workers	2	0	0	0

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

5. Details of Assessment of value chain partners

Particulars	% of value chain partners ( by the value of business done with such partners ) that were assessed
Health & and safety practices	0%
Working conditions	

6. Details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

**No Such cases**

**Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.**

**Essential Indicators:**

1. Process for identification of key stakeholder groups of the entity

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

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

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

2. List Key stakeholder groups 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
Customers		<ul style="list-style-type: none"> <li>Customer audits</li> <li>One-on-one meetings</li> <li>Exhibitions</li> </ul>	Regular interval	<ul style="list-style-type: none"> <li>Safety</li> <li>Customer data protection and privacy</li> <li>Product efficacy</li> <li>Quality</li> <li>Sustainable supplies</li> </ul>
Investors and Shareholders		<ul style="list-style-type: none"> <li>Financial results/ investor calls</li> <li>Television and print media interviews</li> <li>Annual bankers meet</li> <li>Email announcements</li> </ul>		<ul style="list-style-type: none"> <li>Business growth/ profitability</li> <li>Newer opportunities</li> <li>Risk management,</li> <li>Governance</li> </ul>
Government and regulators		<ul style="list-style-type: none"> <li>Regulatory audits</li> <li>Engagement on a need basis</li> <li>Participation in forums</li> </ul>		<ul style="list-style-type: none"> <li>Compliance</li> <li>Stipulated timely reporting</li> <li>Sustainable practices</li> <li>Inclusive growth</li> </ul>



Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees		<ul style="list-style-type: none"> <li>Formal induction at the time of joining</li> <li>Technical and non-technical training programs</li> <li>Town hall meetings</li> <li>Operations review meetings</li> <li>Quarterly newsletters</li> <li>Intranet portal</li> <li>International Safety Day celebrations</li> <li>Laurus Labs Family Day—an annual cultural extravaganza</li> <li>Annual sports meet</li> <li>Programs and competitions for employees and their families</li> <li>Grievance redressal mechanism</li> <li>Continual feedback sessions</li> <li>Mailers on Safety, Health especially COVID-19 awareness</li> </ul>		<ul style="list-style-type: none"> <li>Workplace safety, employee welfare, IR issues</li> <li>Professional growth</li> <li>Employee benefits and other facilities</li> <li>Diversity at the workplace</li> <li>Leadership connect sessions</li> <li>Equal opportunities</li> <li>Wages and benefits</li> <li>Work-life balance</li> </ul>
Business partners / suppliers and service providers		<ul style="list-style-type: none"> <li>Contract agreements</li> <li>Global pharma meets</li> <li>Symposiums</li> <li>Seminars</li> </ul>		<ul style="list-style-type: none"> <li>Payment processing cycles</li> <li>Business ethics and transparency</li> <li>Sustainability performance</li> </ul>
Communities and NGOs		<ul style="list-style-type: none"> <li>Direct meets with local representatives</li> <li>Science exhibitions &amp; health camps</li> <li>Initiatives like community tree plantations, RO water facilities at public places, building community infrastructure, aid to government schools, hospitals and NGOs</li> <li>Collaboration with government/ NGOs</li> </ul>		<ul style="list-style-type: none"> <li>Community development (education, healthcare, sanitation, water)</li> <li>Livelihood creation</li> <li>Other social benefits</li> <li>Local sourcing of labour</li> <li>Managing conflict</li> <li>Social licence to operate</li> </ul>

**Leadership Indicators:**

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

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

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

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

**Yes**

If so, details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

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

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

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

**Principle 5. Businesses should respect and promote human rights**

**Essential Indicators**

1. Training on human rights issues and policies

Category	FY2023			FY2022		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	5753	5753	100%	5131	5131	100%
Other than Permanent						
Total Employees	5753	5753	100%	5131	5131	100%
<b>Workers</b>						
Permanent						
Other than permanent	4561	4561	100%	3344	3344	100%
Total Workers	4561	4561	100%	3344	3344	100%

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

Category	FY2023					FY2022				
	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	5335			5335	100	4743			4743	100
Male	418	-	-	418	100	388	-	-	388	100
Female	5753	-	-	5753	100	5131	-	-	5131	100
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	4561			4561	100	3344	100		3344	100
Male	4528			4528	100	3314	100		3314	100
Female	33			33	100	30	100	-	30	100

3. Details of remuneration/ salary/ wages

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors	7	4,900,000	1	2,600,000
Key Managerial Personnel	1	7,343,800	-	-
Employees other than BoD and KMP	5,332	454,008	418	325,746
Workers				

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

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

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

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

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

Category	FY2023			FY2022		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the 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 right related issues	0	0		0	0	

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

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

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

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

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	
100% of plants and offices were assessed by the Company itself.	
Forced/Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	Nil

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

No such cases.

#### Leadership Indicators

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

**There were no such grievances/complaints in the Company.**

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

**No such third party due diligence was conducted.**

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**

4. Details on assessment of value chain partners - **No**

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

5. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. – **Nil**

### 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

Parameter	FY23	FY22
Total electricity consumption (A)	806,676 GJ	743,394 GJ
Total fuel consumption (B)	2,080,293 GJ	1,488,419 GJ
Energy consumption through other sources (C)	123,514 GJ	100,625 GJ
<b>Total energy consumption (A+B+C)</b>	<b>3,010,483 GJ</b>	<b>2,332,438 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00005 GJ/Rupees	0.00005 GJ/Rupees
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - **No**

2. Any Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) - **No**

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, the remedial action taken, if any.

3. Details of the following disclosures related to water

Parameter	FY23	FY22
Water Withdrawal by Source (In Kilotiters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,385,309	1,312,021
(iv) Seawater / desalinated water		
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,385,309</b>	<b>1,312,021</b>
Total volume of water consumption (in kilolitres)	1,348,289	1,312,021
Water intensity per rupee of turnover (Water consumed / turnover)	0.000023 KL / rupee	0.000026 KL / rupee
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

4. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.

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

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY23	FY22
NOx	Ton	213.95	163.05
SOx	Ton	630.78	525.6
Particulate Mater	Ton	127.72	132.49
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY23	FY22
<b>Total Scope 1 emissions</b> (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	182,215	132,250
<b>Total Scope 2 emissions</b> (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	159,094	163,134
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tons of CO <sub>2</sub> equivalent/rupee	0.0000058	0.0000059
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

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

- During the year 43695 tons of steam purchased from waste heat recovery boiler which saved natural resource and energy - 120719 GJ
- By installing Temperature controller for process Cooling Tower fans saved energy around 478 GJ
- Use E-vehicle inside the plant premises a step towards clean and green transport.
- Power Saving by Installing Variable-frequency drive (VFD) at various equipment's at Unit1 & Unit3 – 3664 GJ

- Step towards increasing green energy, generated and consumed 2795 GJ solar energy during the year 2022-23
- By installing movement sensors across the facilities saved energy – 173 GJ

8. Details related to Waste Management:

Parameter	FY23	FY22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste ( A)	465.49	451.5
E-waste ( B)	2.69	5.36
Bio-medical waste ( C)	11.58	4.13
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
<b>Other Hazardous waste (G)</b>	<b>29,053</b>	<b>22,526</b>
Other Non-hazardous waste generated (H)		
(Break-up by composition i.e by materials relevant to the sector)	5,950	3,266
<b>Total ( A+B+C+D+E+F+Gg+H)</b>	<b>35,483</b>	<b>26,253</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i. Re-cycled	20,719	16,641
ii. Re-used	0	0
iii. Other recovery operations	6,552	4,452
<b>Total</b>	<b>27,271</b>	<b>21,093</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
i. Incineration	529	455
ii. Landfilling	1,696	1,417
iii. Other disposal operations	5,987	3,288
<b>Total</b>	<b>8,212</b>	<b>5,160</b>

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

9. Details of waste management practices adopted in the company strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

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

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

- All used batteries are returned to the supplier or recycler. E-waste is collected and delivered to authorized recyclers
- 100% of the hazardous waste produced was disposed safely across all units
- E-waste is being sent to authorized recyclers

10. Operations/offices if any 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, - **Nil**

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
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12. Compliance 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). – **Nil**

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	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
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**Leadership Indicators:**

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

Parameter	FY23	FY22
<b>From Renewable Sources</b>		
Total Electricity Consumption (A)	2,795 GJ	2,406 GJ
Total Fuel Consumption (B)	-	-
Energy Consumption through other sources (C)	120,719 GJ	98,219 GJ
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>123,514 GJ</b>	<b>100,625 GJ</b>
<b>From Non-Renewable Sources</b>		
Total Electricity Consumption (D)	806676 GJ	743394 GJ
Total Fuel Consumption (E)	2,080,293 GJ	1,488,419 GJ
Energy Consumption other sources (F)	-	-
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	<b>2,886,969 GJ</b>	<b>2,231,813 GJ</b>

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

2. Break-up of details related to water discharged

Parameter	FY23	FY22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	480,852 With pretreatment	495,746 With pretreatment
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

3. Details of total Scope 3 emissions & its intensity

Parameter	Unit	FY23	FY22
<b>Total Scope 3 emissions</b>	Metric tonnes of CO <sub>2</sub> equivalent	73,322	65,014
(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)			
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent / Rupees	0.0000012	0.0000013
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - **No**

If yes, name of the external agency

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



5. Specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, details of the same as well as outcome of such initiatives.

SI No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
01	During the year 43695 tons of steam purchased from waste heat recovery boiler which saved natural resource and energy		120719 GJ
02	Step towards increasing green energy, generated and consumed solar power during the year 2022-23		2795 GJ
03	By installing Temperature controller for process Cooling Tower fans saved energy		478 GJ
04	Power Saving by Installing Variable-frequency drive (VFD) at various equipment's across the organisation		3664 GJ
05	Fresh water saved by utilizing MGF Back wash water to greenery development in and around the plant premises		30726 KL
06	Use E-vehicles inside the plant premises a step towards clean and green transport		--
07	By installing movement sensors across the facilities saved energy		173 GJ
08	By using waste steam from the adjacent industry saved water around		43695 KL

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

**Yes, we have procedure EHS 041 Business Continuity Plan in place. As per the procedure each function identifies the risks which will disrupt the business and their control measures. Functional Head leads this activity and engage the experienced person from the function to carry out this. Against each risks, response strategy and recovery plan are be prepared. Each function carry out the testing of business continuity plan once in a year and record the observations. All the recorded points are discussed in Management Review Committee.**

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

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

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

**We ensuring sustainability within the supply chain: The quality of our products is of utmost importance and suppliers are only onboarded after a series of stringent checks to warrant that they are aligned with the expectations of the company. We onboard our suppliers after taking into consideration the required quality, EHS, and sustainability criteria. Our critical tier 1 suppliers are further assessed based on vendor audits. During the year, around 64 vendors have been evaluated on sustainability criteria.**

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

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

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

**Essential Indicators**

- 1 a. Number of affiliations with trade and industry chambers/associations - listed as below
- 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

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

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities. - **Nil**

Name of authority	Brief of the case	Corrective actions taken

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**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. – **Not Applicable**

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink

2. Information on project (s) for which ongoing rehabilitation and resettlement ( R&R) is being undertaken by the entity: **Nil**

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23

3. Mechanisms to receive and redress grievances of the community  
**Through Mail or written communication and once been addressed, communicate back on the same channel of communication.**

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

Particulars	FY23	FY22
Directly sourced from MSMEs/small producers	6%	5%
Sourced directly from within the district and neighbouring districts	27%	22%

## Leaders Indicators

1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of essential indicators above) – **Not Applicable**

Details of negative social impact identified	Corrective action taken

2. CSR projects undertaken by the entity in designated aspirational districts as identified by government bodies : **Nil**

SL No.	State	Aspirational District	Amount Spent ( In ₹)

3. a. Preferential procurement policy with preference to purchase from suppliers comprises marginalised /vulnerable groups (Yes/No) – **No**

b. From which marginalized /vulnerable procured

c. Percentage of total procurement (by value)

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

SI No.	Intellectual property based on traditional knowledge	Owned /acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share

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

Name of the authority	Brief of the case	Corrective action taken

6. Details of the beneficiaries of CSR projects : **Not Available**

SI NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups

of data breaches involving personally identifiable information of customers

## Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

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

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

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

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

3. Number of consumer complaints in respect of the following

Particulars	FY2023	Remarks	FY2022	Remarks
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at 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
Other	0	0	0	0

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

5. Framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, web-link of the policy. - **Yes.** <https://www.lauruslabs.com/Investors/PDF/Policies/LaurusLabsLimitedPrivacy-policy.pdf>
6. 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. - **No**

**Leadership Indicators**

1. Channels / platforms where information on products and services of the entity can be accessed (web link, if available). – [www.lauruslabs.com](http://www.lauruslabs.com)
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Proper labelling based on the regulatory requirements. - **Yes**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. – **Nil**
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Nil) If yes, details in brief. Did the entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - **No**
5. Information relating to data breaches: **Nil**
  - a. Number of instances of data breaches along-with impact
  - b. Percentage of data breaches involving personally identifiable information of customers