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Date: 02-09-2023

To BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001	To National Stock Exchange of India Limited Exchange Plaza Bandra Kurla Complex Bandra (E) Mumbai-400051
Security Code: 540596	Symbol: ERIS

SUBJECT: SUBMISSION PURSUANT TO REGULATION 34(2)(f) OF THE SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015 - BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FY 2022-23 OF THE COMPANY

Dear Sirs,

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 ('BRSR') of the company for the Financial Year 2022-23 which is also part of the Annual Report of the Company for FY 2022-23.

Kindly take the above information on your records.

Yours faithfully,

Eris Lifesciences Limited

Milind Talegaonkar
Company Secretary and Compliance Officer

Encl : A/a

Registered & Corporate Office:

Shivarth Ambit, Plot No. 142/2, Ramdas Road, Off SBR, Near Swati Bungalows, Bodakdev, Ahmedabad – 380054
Phone: +91-79-69661000/1001 • Email: eris@erislifesciences.com • Web Site: www.eris.co.in • CIN: L24232GJ2007PLC049867

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity L24232GJ2007PLC049867
2	Name of the Listed Entity Eris Lifesciences Limited
3	Year of incorporation 25-01-2007
4	Registered office address Shivarth Ambit, Plot No 142/2, Ramdas Road, Off SBR, Near Swati Bungalows, Bodakdev, Ahmedabad, Gujarat-380054
5	Corporate address Shivarth Ambit, Plot No 142/2, Ramdas Road, Off SBR, Near Swati Bungalows, Bodakdev, Ahmedabad, Gujarat-380054
6	E-mail complianceofficer@erislifesciences.com
7	Telephone 07969661000
8	Website https://eris.co.in/
9	Financial year for which reporting is being done 2022-23
10	Name of the Stock Exchange(s) where shares are listed BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital (In Rs) Rs. 13,59,92,238/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
	Name Milind Talegaonkar
	Contact 07969661000
	E mail complianceofficer@erislifesciences.com
13	Reporting boundary Reporting is done on a 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
	01.	Pharmaceutical	manufacturing and marketing of pharmaceutical products	100.00%
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
	Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
	01.	manufacturing of pharmaceuticals	2100	100.00%

III. Operations				
Number of locations where plants and/or operations/offices of the entity are situated				
16	Location	Number of plants	Number of offices	Total
	National	1	3	4
	International	0	0	0
17 Markets served by the entity				
Number of locations				
A	Locations	Number		
	National (No. of States)	27		
	International (No. of Countries)	0		
B	What is the contribution of exports as a percentage of the total turnover of the entity?			
Our Company follows “pure play domestic branded formulations” business model. There are, therefore, no exports.				
C	A brief on types of customers			
The Company serves across all segments of customers. At the core, the final customers are the patients who buy the products of the Company based on the prescriptions from the Doctors. The primary channel of distribution is through the wholesale drug distributors, stockist and retail pharmacies.				

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)
EMPLOYEES						
1	Permanent (D)	2588	2513	97.10%	75	2.90%
2	Other than permanent (E)	867	850	98.04%	17	1.96%
3	Total employees (D + E)	3455	3363	97.34%	92	2.66%

WORKERS						
4	Permanent (F)	93	89	95.70%	4	4.30 %
5	Other than permanent (G)	0	0	0	0	0
6	Total workers (F + G)	93	89	95.70%	4	4.30 %

B. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)

DIFFERENTLY ABLED EMPLOYEES

1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0

DIFFERENTLY ABLED WORKERS

4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

19 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	0	0.00%

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.3%	30.40%	24.50%	23.80%	30.00%	24%	17.60%	21.50%	17.70%
Permanent Workers	33.66%	0	33.66%	35.69%	0	35.69%	36.08%	0	36.08%

V. Holding, Subsidiary and Associate Companies (including joint ventures)				
21 Names of holding / subsidiary / associate companies / joint ventures				
Sr. No.	Name of the holding/ subsidiary/ associate companies / joint ventures	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.	Aprica Healthcare Limited (Previously known as UTH Healthcare Limited)	Wholly Owned Subsidiary	100%	Yes
2.	Eris M. J. Biopharm Private Limited (Previously known as Kinedex Healthcare Private Limited)	Subsidiary	70%	Yes
3.	Eris Therapeutics Limited	Wholly Owned Subsidiary	100%	Yes
4.	Eris Oaknet Healthcare Private Limited (Previously known as Oaknet Healthcare Private Limited)	Wholly Owned Subsidiary	100%	Yes
5.	Eris Healthcare Private Limited ("EHPL")	Wholly Owned Subsidiary	100%	Yes
6.	Eris Pharmaceuticals Private Limited	Subsidiary of EHPL	76%	Yes

VI. CSR Details		
22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii) Turnover (Rs. in Millions)	Rs. 13,071.20
	(iii) Net worth (Rs. in Millions)	Rs. 22,218.84

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re- marks	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 and workers	Yes*	0	0	-	0	0	-
Customers	Yes*	0	0	-	0	0	-
Value Chain Partners	Yes*	0	0	-	0	0	-
Other (please specify)	Yes*	0	0	-	0	0	-

*Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website at the link mentioned below: -

<https://eris.co.in/corporate-governance/>

Also, the Company has in place separate teams for handling the queries of different stakeholders the email Ids for them are as mentioned below:

- a) Investor Queries- investor.relations@eris.co.in
- b) HR related queries- hr.communication@erislifesciences.com
- c) Secretarial- complianceofficer@erislifesciences.com
- d) Legal- legal@erislifesciences.com

In addition, there are internal policies placed on the intranet platform of the Company.

24	Overview of the entity’s material responsible business conduct issues					
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	
1.	ESG and Regulatory Compliances	Risk	The risk of financial and reputational damage that arises from non-compliance with environmental, social, and governance (ESG) standards and regulations.	<ol style="list-style-type: none"> 1. Identify potential ESG Risks 2. Implement the ESG compliance program and monitor the ESG compliance performance. 	<ul style="list-style-type: none"> • Stronger positioning with investors; • Better ability to attract capital • Operations become more sustainable • Reduced risk of fines and penalties • Improved reputation 	
2.	Product quality and safety	Risk	<p>Product quality issues could have serious patient safety issues along with product liability and regulatory ramifications.</p> <p>A lapse in product quality can have a cascading effect, leading to product withdrawals, recalls, decreased sales, and reputational damage.</p>	<ol style="list-style-type: none"> 1. Implement effective quality control procedures. 2. Use robust data management processes 3. Provide training to employees 4. Strengthen the system in place for reporting and investigating incidents. 5. Conduct regular audits 	<ul style="list-style-type: none"> • Patient safety and hence reputational damage • Legal liability • Fines and penalties • Increased costs due to recall and destruction of products, change in manufacturing processes and loss of sale. 	
3.	Supply chain management	Risk	The entire product life cycle relies heavily on the supply chain, necessitating a robust contingency plan to address unforeseen circumstances that could potentially disrupt the supply chain. Moreover, the Company extends its responsible business principles throughout the value chain, expecting suppliers to comply with these principles.	<ol style="list-style-type: none"> 1. Create a strong evaluation system to analyse the effects of unprecedented disruptions on the supply chain and formulate a thorough contingency strategy to minimize significant consequences on the business. 2. Conduct a supplier evaluation following a standard practices and requirements as guided by sector-specific responsible supply chain initiatives. 	<p>Positive:</p> <p>Through the adoption of responsible supply chain practices, the company look forward to effectively manage disruptions in the supply chain that may arise from unexpected events.</p> <p>Negative:</p> <p>Any disruptions occurring throughout Eris’s supply chain can have a detrimental effect on its operations, leading to hindered product supply and increased costs.</p>	

4.	Occupational Health and safety	Risk	<p>Consistent with the Organisational philosophy of putting-‘Safety before everything else’</p> <p>Any organization with an unsafe or unhealthy work environment is very vulnerable to low employee satisfaction and retention.</p>	<ol style="list-style-type: none"> 1. Continuous improvement in safety standards 2. Employee training and establishing protocols. 3. Corrective action plans post the identification and assessment of safety incidents. 	<p>Positive:</p> <ul style="list-style-type: none"> • Employee satisfaction • Decrease in employee turnover. • Increased reputation <p>Negative:</p> <ul style="list-style-type: none"> • Operational disruptions • Imposition of fines and penalties • Decrease in morale and productivity.
5.	Human Resource retention	Risk & opportunity	<p>Risk:</p> <ol style="list-style-type: none"> 1. Loss of institutional experience. 2. Increased costs 3. Reduced productivity 4. Damage to morale. <p>Opportunities:</p> <ol style="list-style-type: none"> 1. Increased employee engagement 2. Reduced costs 3. Improved reputation. 	<ol style="list-style-type: none"> 1. Identify the root causes of employee turnover. 2. Create a positive work environment. 3. Offer competitive compensation and benefits. 4. Provide opportunities for learning, development, and advancement. 5. Celebrate success. 6. Address employee concerns. 7. Create a culture of trust and respect. 8. Conduct employee engagement surveys 	<p>Positive:</p> <ul style="list-style-type: none"> • Reduced costs • Reduced risk of accidents • Enhanced reputation <p>Negative:</p> <ul style="list-style-type: none"> • Cost of recruiting and hiring • Cost of training • Loss of productivity • Damage to morale

6.	Technology and digitalisation	Risk and Opportunity	<p>Risk: The risks associated with technology have a direct impact on the security and integrity of the entire business operations. It is crucial to periodically assess the criticality of technology and cyber security to prevent data privacy breaches, safeguarding the confidential information of the Company and its stakeholders.</p> <p>Opportunity: By establishing robust governance practices regarding data integrity, technology, digitalization, and innovation, the Company can create a secure and impenetrable network. This allows for the smooth execution of business transactions on a global scale, while ensuring the ability to adapt and grow at a rapid pace.</p>	<ol style="list-style-type: none"> 1. Strengthening perimeter security 2. Enhancing IT and monitoring systems 3. Implementing anti-virus software 4. Effectively managing software patches 5. Regular trainings on cyber security 	<p>Positive:</p> <ul style="list-style-type: none"> • Compliance with data security and privacy regulations • Prevent data loss <p>Negative:</p> <ul style="list-style-type: none"> • Increased number of data breaches • Loss of valuable data • Network outages, or technical glitches
7.	Community development - CSR	Opportunity	By actively participating in Corporate Social Responsibility (CSR) endeavours that give preference to preventive health screenings the company improves its perception in the community that it operates in.	NA	<p>Positive:</p> <p>The enhanced image improves the willingness of the medical fraternity to trust the pharmaceutical offerings of the company w.r.t. their effectiveness in curing the patients.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Yes. All policies which are mandatorily required to be disclosed under various governing regulations have been placed on the website https://eris.co.in/corporate-governance/ and other policies have been placed on the intranet of the Company for its employees.								

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.	National Guidelines on Responsible Business Conduct (NGBRC)	NGBRC	NGBRC	Global Reporting Initiative Standards, NGBRC	United Nations Guiding Principles on Business and Human Rights, NGBRC	Global Reporting Initiative Standards, NGBRC	NGBRC	NGBRC	WHO GMP guidelines compliant, Product quality- ISO 9001: 2015, NGBRC
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-

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

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

We believe that concerns for Society and Environment along with the business existence and its expansion are the core values of any organisation. This belief has always kept us thoughtful to align our business practices with the ESG related guidelines. We strive to adopt best environmental practices and protocols within the paradigm of our operations and create value for all stakeholders whilst growing responsibly and sustainably.

During the year, a host of initiatives were undertaken at the manufacturing plant to step up our game on the ESG front. We always prioritize contributing to Environment Health and Safety issues. In line with the said view, we have set-up an effluent treatment plant with Zero Liquid Discharge (ZLD) treatment process, designed for the removal of liquid waste from the system. The emphasis of the process is to manage wastewater economically and produce clean water. We have installed Electricity Meters and VFDs (Variable Frequency Devices) at all energy-intensive points in the facility to monitor and reduce specific energy consumption. We have set and implemented specific targets for use of recycled water in areas such as gardening, cooling tower, boiler and washrooms. We endeavour to maintain healthy relationship and engagement with local communities and work with them as partners. In that spirit, we have initiated and adopted social and community welfare undertakings which include a wide spectrum of development activities.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Krishnakumar Vaidyanathan DIN: 08976508 Designation: Wholetime Director & Chief Operating Officer																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes																	
If yes, provide details.	The Executive Committee of the Company oversees the ESG initiatives of the Company. The Committee supports the Board on all matters relating to sustainability and inter alia reviews the progress of sustainability strategies and defines action plan as may be appropriate from time to time to achieve the same.																	
10. Details of Review of NGRBCs by the Company																		
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually / Half yearly / Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, Committee of the Board									Periodic/Need base								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, Committee of the Board									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.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No. The working of the policies are monitored by the executive management of the Company and any deviations therefrom are deliberated at the Board level.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: NA																		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Familiarisation/ awareness program for the Board of Directors/ KMPs of the Company is done periodically. The topics cover business, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs apprising them on developments in the Company, key regulatory changes, risks, compliances and legal cases. The employees/ workers of the Company undergo various training programmes throughout the year. The training programmes include:- Prohibition of Insider Trading, Prevention of Sexual Harassment at work place, Cyber security and awareness, code of conduct and ESG	Principles 1-9	100%
Key Managerial Personnel		Principles 1-9	100%
Employees other than BoD and KMPs		Principles 1-9	100%
Workers		Principles 1-9	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings

During the financial year, no penalty / fine, settlement, compounding fee, imprisonment, or any kind of punishment has been imposed on the Company or its Directors and KMPs.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
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 Provide a web-link to the policy, if available

Yes.

The policy reiterates that the Company is committed to maintain the highest ethical standards of business conduct and does not tolerate corruption of any kind at any level. The policy is applicable to our employees, agents and such other persons or entities that act on behalf of the Company.

The Company has placed the policy on its intranet and is made available to the Company’s representatives including third parties.

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

During the financial year, no disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against the Directors, KMPs, employees or workers of the Company.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest: During the financial year, no complaints were received in relation to Conflict of Interest of the Directors or KMPs.

	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	-	-	-	-

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-
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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	The Company has a 'Supplier Code of Conduct' (SCoC) that provides guidance to value chain partners. The SCoC contains critical information on applicable laws, regulations, policies and procedures. It also provides direction on the behavioural and ethical standards to be met.
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	<p>Yes. The Company has the following processes in place to avoid/ manage conflict of interest:</p> <ul style="list-style-type: none"> Yearly processes like assessment of independence, where applicable, and disclosure of interested entities. Insulating the deliberations involving consideration of transactions with related entities from the directors identified to be interested. Greater consideration towards establishment of arms-length nature of the transactions. Continuous monitoring of adherence to the code of conduct for Directors and Senior Management Personnel.

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

Essential Indicators

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

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D*	-	-	-
Capex#	-	-	-

* Companies adopts the innovations available in the market and hence has no R&D expenditure in this regard.

As the capital expenditure for reducing effluent discharge, air pollutants, energy and water conservation incurred in the earlier years continue to serve the Company hence no expenditure in this regard was necessary.

<p>2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)</p>	<p>Measures like preference for/commitment to:</p> <ul style="list-style-type: none"> • local content in the supplies • geographically closer vendors • vendors who are more integrated backwards • vendors with demonstrated commitment towards compliance with regulatory requirements and reduction of their carbon footprint (formalized through a Supplier Code of Conduct) • ethical, fair and transparent vendor selection processes
<p>b. If yes, what percentage of inputs were sourced sustainably?</p>	<p>100% of inputs were sourced sustainably in terms of the company's sustainable sourcing programme.</p>

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)	Plastic waste, if any, is disposed by Eris in a way that is safe and healthy to the environment
(b) E-waste	NA
(c) Hazardous waste	NA
(d) other waste (Expired Products)	Expired products are handed over to the authorised incineration agency for being disposed of in accordance with the requirements of the Bio-Medical Waste Management Rules, 2016.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	No
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Not Applicable
If not, provide steps taken to address the same.	As the expired medicines are required to be disposed of in accordance with the requirements of the Bio-Medical Waste Management Rules, 2016, the EPR is inapplicable to that extent.

Leadership Indicators

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

No, the inputs or products of the company do not have the potential to have a significant negative influence on the environment. Further, Authorised incineration facilities dispose of the waste produced during product manufacture, packaging, or expiration in a safe manner.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. - Not applicable

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

As the Company is engaged in the business of manufacturing and marketing of pharmaceuticals, the Company cannot recycle or reuse input materials in the manufacturing process due to the legal requirements forbidding the recycling/reuse and mandating their disposal in accordance with applicable law.

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste (Expired products)	NA	NA	172.054	NA	NA	103.977

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

Not applicable.

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2513	2513	100%	2513	100%	-	-	-	-	-	-
Female	75	75	100%	75	100%	75	100%	-	-	75	100%
Total	2588	2588	100%	2588	100%	75	2.90%	-	-	75	2.90%
Other than Permanent employees											
Male	850	850	100%	850	100%	-	-	-	-	-	-
Female	17	17	100%	17	100%	17	100%	-	-	17	100%
Total	867	867	100%	867	100%	17	1.96%	-	-	17	1.96%

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	89	68	76.40%	68	76.40%	-	-	-	-	-	-
Female	4	2	50.00%	2	50.00%	4	100%	-	-	4	100%
Total	93	70	75.27%	70	75.27%	4	4.30%	-	-	4	4.30%
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9.31%	46.43%	Y	13.88%	51.00%	Y
Others- Please specify						

3. Accessibility of workplaces

<p>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?</p>	<p>Yes, we are committed to providing a workplace that is accessible to all employees, regardless of their abilities. By taking the following steps, the entity is creating a more inclusive and welcoming environment for all employees:</p> <ul style="list-style-type: none"> • Placement of ramps/elevators along with stairs which makes it easier for people with mobility impairments to move around. • Providing accessible toilet facilities throughout the entity's premises, which includes wheelchair-accessible stalls, grab bars, and accessible sinks. • Allowing employees to work in more easily accessible places such as by transferring a wheelchair user's workstation from an inaccessible upper floor to the ground floor.
<p>If not, whether any steps are being taken by the entity in this regard.</p>	<p>NA</p>

4.

<p>Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?</p>	<p>Yes, the Company provides an inclusive work culture and a discrimination-free environment for all its employees. The Company values and embraces diversity and does not discriminate against anyone based on race, gender, religion / beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other protected class of person in the country, and have a Diversity, Equity and inclusion policy in place to ensure the same.</p>
<p>If so, provide a web-link to the policy.</p>	<p>The Company has placed its policy on the company's website at https://eris.co.in/corporate-governance/</p>

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

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

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	Yes
--	-----

If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>The Company has a Whistle Blower Policy in place that provides a grievance redressal mechanism and encourages its employees and workers to report without fear any instance of actual or suspected violation, wrongdoings or any illegal or unethical or improper practice which may adversely impact the image and / or the financials of the Company.</p> <p>Any reports or queries can be referred to the Audit Committee’s Chairperson.</p> <p>Additionally, the employees and workers can also write to the HR Team at the email ID- hr.communication@erislifesciences.com regarding their grievance.</p>
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: Not Applicable

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	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

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)
Employees										
Male	3363	242	7.20%	78	2.32%	3207	-	-	123	3.83%
Female	92	15	16.30%	4	4.35%	93	-	-	15	16.12%
Total	3455	257	7.44%	82	2.37%	3300	-	-	138	4.18%
Workers										
Male	89	89	100%	40	44.94%	86	86	100%	40	46.51%
Female	4	4	100%	2	50.00%	4	4	100%	2	50.00%
Total	93	93	100%	42	45.16%	90	90	100%	42	46.67%

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)
Employees						
Male	3363	3363	100%	3207	3207	100%
Female	92	92	100%	93	93	100%
Total	3455	3455	100%	3300	3300	100%
Workers						
Male	89	89	100 %	86	86	100%
Female	4	4	100%	4	4	100%
Total	93	93	100%	90	90	100%

10. Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity?	Yes, we have effectively implemented an occupational health and safety management system across the organisation including its group companies.
	If yes, the coverage such system?	Our health and safety management system covers all the units and employees of our organisation. Hence the coverage is 100%.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Well documented work related hazards that are applicable to Pharma industry are available in the public domain and are relied upon for the identification of such hazards.</p> <p>The processes used to assess risks:</p> <p>Routine basis:</p> <ul style="list-style-type: none"> • Conducting regular inspections of our workplaces to identify potential hazards. These inspections are conducted by trained safety professionals who look for hazards such as unsafe equipment, poor housekeeping, and inadequate training. • Conducting regular medical check-ups for all employees <p>Non-routine basis:</p> <p>Incident based assessments are done for identification of risks and measures needed for their mitigation.</p>
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	<p>Yes, we have a well-established SOPs for reporting and handling work-related hazards which covers various aspects like identification of hazards, hazard control, incident reporting, and training to workers for handling the hazards.</p> <p>The SOPs are reviewed periodically for addition of new hazards and mitigation measures.</p>
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	<p>Yes. For instance, with a view to promoting physical and mental wellbeing for all our employees and workers we have organised several health programs / camps at the corporate office, like:</p> <ul style="list-style-type: none"> • Administration of all the Covid Vaccination dose to employees and their family members. • Health camp for identification of Anaemia among the employees. • Health camp for testing Iron deficiency in the employees • Free distribution of Medications for employees and their family members.

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	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

We endeavour to maintain a safe and healthy workplace while offering our workers and staff the best care possible. We ensure that the following measures are taken care of to create a safe and healthy workplace:

- **Safety Culture:** We aim to create a safe work culture by ensuring that everyone recognises the value of safety and is dedicated to maintaining a safe and healthy workplace.
- **Providing Safe Resources:** We ensure that all the equipment and resources used / available at the workplace are safe to use and handle.
- **Providing Suitable Training:** We routinely train our employees on how to properly operate the equipments safely and further guiding them to perform operations in a safe manner, including general safety topics.
- **Conduct routine safety checks:** We perform routine safety checks to ensure all the processes are at place and followed for the well being of everyone, this also help us in identifying any potential hazards before they cause any disaster.

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	-	1	0	-
Health & Safety	0	0	-	0	0	-

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% of the locations are audited internally by the entity.
Working Conditions	100% of the locations are audited internally by the entity.

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.

No corrective action plan has been necessitated on the above-mentioned parameters.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees	Yes
(B) Workers	Yes

The Company has Personal Accident Policy under which the benefits are granted to the family members of the deceased employee.

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

The Company requires its value chain partners to abide by the principles of the Company’s Supplier Code of Conduct and implement responsible business conduct principles in its operating practices.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes

The Company provides skill upgradation trainings to all its employees during their employment. The skills acquired by the employees as a part of his role and responsibility and by virtue of the periodic trainings enable the individuals to pursue employment post their retirement or termination of employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

The value chain partners are expected to adhere to the principles of Health and safety practices, working conditions as per extant regulations and report non-compliances/deviations, if any, in accordance with the contractual obligation agreed by them.

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

Few recommendations were received during the assessments, which have been addressed internally.

However, no significant risks / concerns were observed under scoring the effectiveness of the efforts put on health and safety within the Company.

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.

Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation, which forms the foundation of our engagement approach at Eris. The Company relies on various individuals, groups, institutions or entities that contributes to its success and strong foundation for the future years to come for its continued and steady growth and success. The stakeholders can be internal or external and can be further divided into primary (Groups that are directly impacted) and secondary (groups that are indirectly impacted).

The Company cannot exist without its stakeholders and to identify the key stakeholders the Company resorts to the following parameters:

- a) The fundamental impact that a stakeholder has on the performance of the Company.
- b) How dynamic the relationship is and can the Company exist without the stakeholder
- c) How much interest does the Stakeholder has in the Company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Town halls, Employee Engagement Surveys, HR Portal	Ongoing	Employee wellbeing and satisfaction is an integral part of the Company's growth model. Employee engagement through various means of communication provides an insight into the key action areas for employee wellbeing and growth. The key areas of interest for employees are: <ul style="list-style-type: none"> • Training, professional growth and development • Well-being initiatives • Employee recognition • Fair remuneration • Work-life balance • Aagman/E-Aagman of employees

Investors/ Shareholders	No	Emails, Annual Reports, Earning / Investor calls, General Meetings	Quarterly/ Based on investor requirement	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: <ul style="list-style-type: none"> • Corporate governance • ESG disclosures • Regulatory compliance • Responsible supply chain management • Product responsibility • Cost competitiveness • Overall Company performance
Suppliers/ Vendors/ Manufacturers	No	Email, telephones, personal visits	Ongoing	Responsible supply chain practices are critically important for ensuring the business continuity in a sustainable manner. Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are: <ul style="list-style-type: none"> • Timely payments • Collaboration
Customers	No	Physical meetings, virtual meetings	Ongoing	The Company gathers information through permissible means to understand the end users' expectations and experience with our pharmaceutical products and counselling them about the lifestyle changes needed for effective management of the treatment.
Community	Yes	Physical meets and digital channels	Ongoing	As a conscientious corporate entity, we firmly believe in reciprocating the society's years of care, support, and nurturing bestowed upon our organization. From conducting community needs assessments and resolving grievances to implementing robust CSR initiatives, we actively contribute to the development of the community. Furthermore, we prioritize hiring individuals from the local area where our business operates to meet our manpower requirements whenever feasible.

Regulator	No	Emails, submissions, personal meetings	Need based	Our Company upholds a strong commitment to adhere to all Regulations in their entirety. In the dynamic realm of sustainability-related regulations and laws, we actively engage with government bodies and regulators to gain comprehensive insights into the specific requirements applicable to our Company, as well as the pharmaceutical sector as a whole.
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Leadership Indicators

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

The business and functional heads are responsible for interactions with the stakeholders and the Board is updated about the expectations and outcomes of the interactions on a periodic basis through its meeting with the business and functional heads and through periodic meetings with respective functions.

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

Yes.

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

- Access road has been constructed, which equally serve the community residing in the neighbourhood.
- Adoption of zero liquid discharge policy for preserving ground water quality.

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

Our engagements like “on call initiatives” make available advanced point of care devices to patients who could ill afford to buy those. Our screening initiatives greatly help in identifying co-morbidities and thereby sensitize the vulnerable patient populations towards their fragile medical condition and the importance of scrupulously following the prescription regimen and lifestyle modifications recommended by his/her practitioner.

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. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2588	850	32.84%	2485	475	19.11%
Other than permanent	867	815	94.00%	815	665	81.59%
Total Employees	3455	1665	48.19%	3300	1140	34.54%
Workers						
Permanent	93	93	100%	90	90	100%
Other than permanent	-	-	-	-	-	-
Total Workers	93	93	100%	90	90	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)
Employees										
Permanent										
Male	2513	-	-	2513	100%	2410	-	-	2410	100%
Female	75	-	-	75	100%	75	-	-	75	100%
Other than Permanent										
Male	850	-	-	850	100%	797	-	-	797	100%
Female	17	-	-	17	100%	18	-	-	18	100%
Workers										
Permanent										
Male	89	-	-	89	100%	86	-	-	86	100%
Female	4	-	-	4	100%	4	-	-	4	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	7	69,92,136	1	45,25,000
Key Managerial Personnel	2	93,24,117		
Employees other than BOD and KMP	3357	4,11,823	92	4,32,572
Workers	89	2,42,490	4	1,65,647

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, the head of HR department is the focal point for addressing and assessing the issues related to Human Rights. It is ensured that the company’s policies remain in line with the international human rights standards and can assist in resolving any potential problems.

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

The Company has a grievance redressal mechanism in place and any employee can reach out to the HR at the email ID- hr.communication@erislifesciences.com. The contact details are also mentioned on the Company’s website at <https://eris.co.in/corporate-governance/>.

Apart from this the Company also has a whistle blower policy in place and the identity of the whistle blower is maintained confidential by taking due care.

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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The identity of the complainant is kept confidential and the investigations in respect of the complaints received are carried out strictly in a confidential manner. The Company ensures that the complaints received are dealt with as per the Company’s policy on Prevention of Sexual Harassment at workplace for the cases pertaining to harassment and as per the Company’s other policies such as the Whistle Blower Policy, Diversity, Equity and inclusion policy or Equal opportunity policy for any other matters. These policies ensure protection of the identity of the complainant or whistle blower.

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

Yes, in certain business agreements and contracts where relevant.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of the locations are audited internally by the entity.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not applicable.

Leadership Indicators

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

By implementing the human rights policy through the conduct of numerous training sessions and maintaining a vigilant system, our Company ensures that our workforce is highly conscious and responsive to human rights issues. It is worth noting that no complaints were received throughout the year, indicating the effectiveness of these measures.

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

The entity avails technological tools facilitating surveillance over premises together with the nurturing of a culture which reassure and encourage all persons to come forward and report the instances of any human rights abuse which they come across with absolute guarantee against any possible vindictiveness as a consequence of such reporting.

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 office premises of the Company has ramps, elevators, dedicated toilets and other amenities as per the requirement of the Rights of Persons with Disabilities Act, 2016 which are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%* <small>*The Company requires its value chain partners to abide by the principles of the Company's Supplier Code of Conduct and implement responsible business conduct principles in its operating practices and report instances of any deviations therefrom. No deviations have been reported during the reporting year.</small>
Discrimination at workplace	
Child Labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Not applicable

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:

(in KWH)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	32,06,710	32,16,464
Total fuel consumption (B)	24,698	35,135
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	32,31,408	32,51,599
Energy intensity per rupee of turnover	0.02%	0.02%
(Total energy consumption/ turnover in rupees)	0.02%	0.02%
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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)	No, the company is not identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.
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 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	13,545	13,950
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,545	13,950
Total volume of water consumption (in kilolitres)	13,545	13,950
Water intensity per rupee of turnover (Water consumed / turnover)	0.0001%	0.0001%

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

If yes, provide details of its coverage and implementation

Yes, with respect to our contribution in Environment Health and Safety, we have set-up an effluent treatment plant with Zero Liquid Discharge (ZLD) treatment process at our manufacturing plant, designed for the removal of liquid waste from the system. The emphasis of the process is to manage wastewater economically and produce clean water.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Metric Tonnes	0.21	0.23
SOx	Metric Tonnes	0.78	As the State PCB was not equipped with the appropriate Testing equipment the emission cannot be calculated.
Particulate matter (PM)	Metric Tonnes	0.01	0.01
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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

Yes, we do constantly attempt to minimise the amount of an impact that a business has on the environment including reduction of greenhouse gases for which we have taken the following measures:

- Optimizing compressed air generation by installing an air reservoir to store and maintain air pressure
- Insulation of hot water tanks to minimize energy loss
- Optimisation of energy efficiency through preventive maintenance activities of systems like HVAC, plant and utility equipment at regular intervals

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)	50.05	45.03
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
Process Waste	2.75	1.67
ETP Sludge	0.05	0.02
Spent Oil	0.02	0.01
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	52.87	46.73

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	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	172.054	103.977
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	172.054	103.977

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

We have implemented an organised waste management system, where expired products are handed over to the authorised incineration agency for being disposed of in accordance with the requirements of the Bio-Medical Waste Management Rules, 2016.

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:

The Company does not have operations around ecologically sensitive areas.

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

The Company has not undertaken environmental impact assessment during the current financial year.

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, all our units operate in compliance with the applicable environmental laws/ regulations/ guidelines and rules made thereunder.

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:

(in KWH)

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	13,47,702	12,82,659
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	13,47,702	12,82,659
From non-renewable sources		
Total electricity consumption (A)	18,59,008	19,33,805
Total fuel consumption (B)	24,698	35,135
Energy consumption through other sources (C)	0	0
Total energy consumed from non-renewable sources (A+B+C)	18,83,706	19,68,940

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 – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

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: ERIS LIFESCIENCES LTD

(ii) Nature of operations: PHARMACEUTICALS MEDICINE MANUFACTURING UNIT

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) To Surface water	0	0
(ii) To Groundwater	13,545	13,950
(iii) Third-party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	13,545	13,950
Total volume of water consumption (in kilolitres)	13,545	13,950
Water intensity per rupee of turnover (Water consumed / turnover)	0.0001%	0.0001%
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

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

The Company is progressing year on year in emission monitoring. Going forward, we aim to conduct scope 3 emission calculations across the value chain.

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:

Please refer the Management Discussion and Analysis Report.

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

Yes. We have a Disaster Management Plan that covers crucial information like factory layout plan, objectives, process, process hazards and their control measures, natural disasters control measures, Environment Impact Assessment Plan, Emergency Evacuation plan, Emergency declaration procedures, Plant safe shut down procedures, and Emergency action plan.

The company has also specified necessary roles, medical arrangements, training programs and crucial mutual help telephone numbers to ensure smooth operation in the event of an emergency.

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

Not applicable

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

None of the value chain partners have been assessed for environmental impacts during the financial year under review.

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.

We are not affiliated to any trade and Industry chambers / associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to. – Not applicable.

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.

We are committed to conduct our business in a fair and transparent manner. We operate in a way that does not violate any laws or regulations and also promote fair competition in the industry. No such adverse orders were received from any regulatory authorities based on anti-competitive conduct in the reporting year.

Leadership Indicators

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

- India-specific studies to generate relevant evidence
- Patient care initiatives for precision diagnosis
- Evidence based treatment
- Early detection and regular monitoring

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.

During the year under review, the Company was not required under applicable laws to 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:

As none of the green field or other projects of the company resulted in the displacement of any local residents, no Rehabilitation or Resettlement was necessary during the year under review.

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

The Company has a grievance mechanism in place and any member in the community can reach out to the Company by writing their grievances on the email IDs placed on the Company’s website at the link mentioned below: -

<https://eris.co.in/corporate-governance/>

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	35.38%	28.09%
Sourced directly from within the district and neighbouring districts	5.25%	4.65%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not applicable.

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

During the year under review, the Company did not undertake any CSR projects in designated aspirational districts.

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

The entity is keen to procure from marginalised / vulnerable groups. However, the nature of the pharmaceutical industry and strict emphasis of the regulators on the quality, mechanisations of manufacturing processes make the upstream manufacturing processes extremely capital and technology intensive. The entry barrier resulting thereby keeps marginalised / vulnerable groups away from the API industry. As and when such an opportunity will arise in future, the entity will be receptive towards considering it.

(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:

Though difficult to quantify, the insights and supports provided in the traditional knowledge is immensely useful in the evaluation of commercial in-licensing proposals that are related to phytopharmaceuticals or in proprietary formulations with such plant-based ingredients.

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/Programs:

Sr. No.	CSR Project/Programs	No. of persons benefitted from CSR Projects / Programs	% of beneficiaries from vulnerable and marginalized groups
Refer Management Discussion and Analysis Report starting from page no 30.			

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 possesses a comprehensive mechanism to handle complaints regarding product quality. Upon receiving a complaint, it is duly recorded in the system, and the person filing the complaint is promptly acknowledged. Subsequently, an initial evaluation is conducted, followed by the initiation of a sample investigation. This investigation takes place concurrently with the initial risk assessment and inquiry process. Once the investigation concludes, a plan for corrective action is set in motion, and a summary report detailing the complaint is submitted. A final risk assessment is then performed, and a response is sent to the complainant. Finally, the complaint is closed.

We have both online and offline mechanisms to receive feedbacks and address complaints.

Online mechanisms include:

- Dedicated email id - patientsafety@erislifesciences.com
- Dedicated customer care toll free number – 18002700390
- Dedicated web page on our website for Adverse Event Reporting
- Web link: <https://eris.co.in/adverse-event-reporting/>

For offline reporting of adverse events, we have placed a form on our website where it can be downloaded and posted at our corporate office address.

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	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	05	The products were recalled owing to our commitment for upholding the highest standards of quality.
Forced recalls	0	Not applicable

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, we have established a comprehensive framework and policy to effectively manage cyber security and mitigate risks related to data privacy. Through proactive measures, such as stringent protocols, guidelines, and regular security audits, it ensures the protection of sensitive information from unauthorized access and potential cyber threats.

Additionally, we have also prioritized employee training programs, encryption techniques, access controls, and incident response plans to uphold the confidentiality, integrity, and availability of valuable data assets. Our information security policy is available to all our employees through our intranet platform.

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.

No such incidents were reported.

Leadership Indicators

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

The information on products of the Company can be accessed on its website at: <https://eris.co.in/>

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

The Company complies with applicable regulatory obligations by providing stakeholders with information regarding the safe and responsible use of its products. Products are usually accompanied by an informative label that informs consumers about various aspects, including pharmacokinetics, safe usage instructions, composition, mechanism of action, clinical pharmacology, product interactions, side effects, and recommended storage conditions, among others.

Furthermore, the Company organizes various programs aimed at educating healthcare professionals (HCPs) and patients on the responsible utilization of our products.

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

Since the Company operates in the pharmaceutical industry, there are several other pharmaceutical companies offering similar products. Therefore, the discontinuation of any of the Company's products does not have a significant impact on the larger communities.

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.

The label contents being highly regulated, it is not feasible to provide more product information over and above the mandate of law.

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)

The Company maintains continuous engagement with its Consumers, Doctors and other Healthcare professionals and takes their feedback on the products.

5. Provide the following information relating to data breaches:

a. **Number of instances of data breaches along-with impact-** We have not witnessed any data breaches.

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