

CSD/BSE&NSE/BRSR 2023-24
July 04, 2024

To
Listing Department
BSE Limited
25th Floor, P. J. Towers,
Dalal Street, Mumbai - 400 001

To
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E), Mumbai – 400 051

Scrip Code: 530239

Scrip Symbol: SUVEN

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2023-24

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Pursuant to Regulation 34 of SEBI (LODR) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24, forms part of the Annual Report FY 2023-24 of the Company.

This is for your information and record.

Thanking you,

Yours faithfully,
For **Suven Life Sciences Limited**

Shrenik Soni
Company Secretary
Encl.: as above

Suven Life Sciences Limited

Registered Office: 8-2-334 | SDE Serene Chambers | 6th Floor Road No.5 | Avenue 7
Banjara Hills | Hyderabad – 500 034 | Telangana | India | CIN: L24110TG1989PLC009713
Tel: 91 40 2354 1142/ 3311/ 3315 Fax: 91 40 2354 1152 Email: info@suven.com website: www.suven.com



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

SECTION A: GENERAL DISCLOSURES

1. DETAILS OF THE ENTITY

Sl. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L24110TG1989PLC009713
2.	Name of the Entity	Suven Life Sciences Limited
3.	Year of incorporation	1989
4.	Registered office address	8-2-334, SDE Serene Chambers, 6th Floor, Road No.5, Avenue 7, Banjara Hills, Hyderabad – 500 034, Telangana, India.
5.	Corporate address	8-2-334, SDE Serene Chambers, 6th Floor, Road No.5, Avenue 7, Banjara Hills, Hyderabad – 500 034, Telangana, India.
6.	E-mail	investorservices@suven.com
7.	Telephone	+91 040 2354 1142/ 3311
8.	Website	www.suven.com
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs.21,80,73,717
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. Shrenik Soni, Company Secretary Telephone: 040 2354 3311/ 1142 Email: investorservices@suven.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not Applicable

2. PRODUCTS/SERVICES

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Professional, scientific and technical	Scientific research and development	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Scientific Research & Technical Services	74909	100%

3. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	1	1

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	3

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	75.23%
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c) Type of Customers

A brief on types of customers	Suven Life Sciences is primarily engaged in providing services to Pharmaceuticals & Life Sciences Companies.
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4. EMPLOYEES

20. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	141	107	75.89	34	24.11
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	141	107	75.89	34	24.11
Workers						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	44	44	100	0	0
3.	Total workers (F + G)	44	44	100	0	0



b) Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)					
2.	Other than Permanent (E)					NIL
3.	Total differently abled employees (D + E)					
Differently Abled Workers						
1.	Permanent (F)					
2.	Other than Permanent (G)					NIL
3.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel*	4	1	25%

*Key Management Personnel includes Managing Director, Whole-time Director, Company Secretary and Chief Financial Officer.

22. Turnover rate for permanent employees and workers:

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	7%	24%	13%	36%	18%	24%	25%	24%
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Suven Neurosciences Inc.	Subsidiary	100%	No

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

Sl. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes*
2.	Turnover (in Rs.)	₹1169.29 Lakhs
3.	Net worth (in Rs.)	₹84537.62 Lakhs

*There is no CSR spending obligation to the Company as the Company has continued to incur losses since more than three preceding financial years.

7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	NIL	None	NIL	NIL	None
Investors (other than shareholders)	NA	NIL	NIL	None	NIL	NIL	None
Shareholders	Yes	NIL	NIL	None	NIL	NIL	None
Employees and workers	Yes	NIL	NIL	None	NIL	NIL	None
Customers	Yes	NIL	NIL	None	NIL	NIL	None
Value Chain Partners	Yes	NIL	NIL	None	NIL	NIL	None
Others	NA	NIL	NIL	None	NIL	NIL	None

Note: Web link for grievance redress policy: www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf

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

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



Sl. 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.	Clinical trial	Risk and Opportunity	<p>Risk: Engaging in clinical trials poses a significant financial risk for Suven, as it necessitates substantial investment important for advancing new treatments or medications. The inherent uncertainties in research along with the extended duration of trials increase the likelihood of setbacks, such as trial failures or unforeseen circumstances. These can result in financial losses, delays in market entry, damage to reputation, legal liabilities, and missed revenue opportunities.</p>	<p>Suven aims to conduct a thorough risk assessment at the beginning of each trial to identify hazards across the study, forming a skilled investigative team and employing various patient recruitment methods ensure timely enrolment and adherence to the protocol. Vigilant monitoring, combined with strict data management and</p>	Negative
			<p>Opportunity: Successful clinical trials are essential within the pharmaceutical sector, confirming the effectiveness and safety of drug, building trust among professionals, regulators, and patients. They streamline regulatory approval and product commercialization, which thereby boosts market value, drawing in investors, and help stock appreciation. Further, Positive outcomes can initiate successful launch of the product and marketing.</p>	<p>quality assurance, helps preserve trial integrity. The post-trial evaluations promote in learning and improvement, leading to the identification of best practices for future trials. These strategies collectively enhance trial success.</p>	

Sl. 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)
2.	Drug Safety Monitoring	Risk	The occurrence of adverse events, safety recalls, or controversies regarding medication safety poses a significant risk to the company. Such incidents can lead to erosion of public trust, triggering regulatory scrutiny, and potential litigation, thereby impacting the company's financial performance and reputation. When medications are linked to adverse events or safety concerns, it not only puts patient well-being at risk but also undermines the confidence of healthcare professionals and consumers in the company's ability to provide safe and effective treatments. Consequently, this loss of trust may prompt regulatory agencies to launch investigations into the medication's safety and efficacy, potentially resulting in actions such as product recalls, label modifications, or even market withdrawal.	As a measure to mitigate, every clinical development program has safety monitoring group involved in reporting any safety alerts or issues that are surfaced during the clinical trials and reported to regulatory agencies as per the protocol. During the phase 2 and phase 3 clinical trial programs Suven engage independent safety monitoring committee and setup independent Data Safety Monitoring Board (DSMB). DSMB role is to oversee the adverse events including serious adverse events, if any, during the conduct of clinical trials and periodic reporting of the same to regulatory agencies.	Negative
3.	Human Capital	Opportunity	A skilled workforce, including researchers, scientists, and medical professionals, can drive innovation in drug discovery and development. Their expertise in fields such as pharmacology, biochemistry, and medicine empowers the company to address complex scientific challenges and create innovative solutions. As the drug development process encounters many scientific hurdles, a skilled team with strong problem-solving abilities can swiftly identify challenges, devise creative solutions, and navigate obstacles. This capability accelerates the R&D process and enhances the company's ability to bring new drugs to market.	-	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sl. No	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	https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf								
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.	<p>The Company operates a NABL-accredited lab facility, ensuring adherence to national and international standards of quality and competence. Further, it also possesses Good Laboratory Practices (GLP) and Good Clinical Practices (GCP)</p> <p>In addition to these standards, the Company's operations are also guided by the National Guidelines on Responsible Business Conduct (NGBRC), further demonstrating its commitment to responsible business practices.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>1. Human Capital</p> <p>Commitment: We are dedicated to fostering a diverse, inclusive, and supportive work environment that empowers our employees and drives innovation.</p> <ul style="list-style-type: none"> Employee Development: Implement learning programs to ensure that 100% of our employees have access to professional development opportunities by 2025. Employee Well-being: Launch comprehensive health and wellness programs aimed at improving the physical and mental well-being of our employees, with a target of 90% participation by 2025. <p>2. Drug Safety and Public Health</p> <p>Commitment: Ensuring the highest standards of drug safety and contributing to public health are paramount to our operations and mission.</p> <ul style="list-style-type: none"> Safety Monitoring: Enhance our pharmacovigilance systems to ensure real-time monitoring of drug safety, aiming to reduce adverse drug reactions which is overseen by Data Safety Monitoring Committee. <p>3. Clinical Trials</p> <p>Commitment: Conducting ethical, safe, and effective clinical trials is fundamental to our research and development efforts.</p> <ul style="list-style-type: none"> Patient Safety: Enhance patient safety protocols to minimize risks and severe adverse events in clinical trials. 								

Sl. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company had not set any specific commitments and goals for the period 2022-23. Hence the performance shall be reviewed in the subsequent years.								

Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>“Our company is committed to fostering a sustainable ecosystem that creates value for all stakeholders. As we adapt to changing circumstances, our focus has shifted towards becoming a leader in addressing unmet medical needs in the CNS (Central Nervous System) space, driven by our social responsibility initiatives. Currently, we are enhancing our sustainability journey by evaluating our R&D operations to identify areas for improvement in ESG (Environmental, Social, and Governance) performance. We aim to establish targets aimed at reducing our operational environmental footprint while continuously enhancing our overall performance.”</p> <p style="text-align: right;">- Shri Venkateswarlu Jasti (Chairman & MD)</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Name: Shri Venkateswarlu Jasti Designation: Chairman & MD DIN: 00278028</p>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Yes.</p> <p>The Board of Directors of the Company oversee the sustainability related issues and have delegated the authority to the Chairman of the Company for BRSR report related matters.</p> <p>Name: Shri Venkateswarlu Jasti Designation: Chairman & MD DIN: 00278028 Email: info@suvan.com</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by Managing Director								Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors.								Quarterly								



11. Independent assessment/ evaluation of the working of its policies by an external agency:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<p>An extensive internal management evaluation process is in place to thoroughly assess all policies. Subsequently, the Board of Directors approves these policies based on the outcomes of the evaluation.</p> <p>The Company has not undertaken any external assessment or evaluation of the effectiveness of its policies during the reporting period.</p>								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	This section is not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	All the principles under the BRSR are duly covered under the enlisted policies.								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



A) 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	2	<ul style="list-style-type: none"> Code of Business Conduct Overview of policies related to BRSR Overview & Business update of the Company and its WOS 	100
Key Managerial Personnel	2	<ul style="list-style-type: none"> Insider Trading Compliances Code of Conduct for Senior Management 	100
Employees other than BOD and KMPs	36	<ul style="list-style-type: none"> Topics related to good laboratory practices (GLP); good clinical practices (GCP); ICH Quality, Safety, Efficacy & Multidisciplinary guidelines for the development of new drugs; and General Requirements for the Competence of Testing Laboratories in accordance with ISO/ IEC 17025 (for NABL Accreditation) Health Safety and Skills upgradation 	100
Workers	12	<ul style="list-style-type: none"> Health Safety Skills upgradation 	100

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

MONETARY					
Particulars	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			NIL		
Settlement					
Compounding fee					

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	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	NIL

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	The Company has integrated a robust anti-corruption and anti-bribery policy seamlessly into its Code of Business Conduct and Ethics, demonstrating its commitment to upholding high standards of professionalism and integrity. The policy clearly defines corrupt and bribery-related activities, setting a stringent ethical benchmark. In the event of policy violations, Suven prioritizes strict repercussions, including disciplinary measures and potential legal action, to ensure compliance. The policy can be accessed at below web link:- https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

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

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	None	NIL	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None	NIL	None

7. Corrective Actions:

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	This section is not applicable to the Company as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
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8. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts Payables	58	51

9. Open-ness of Business

Provide details of Concentration of purchase and sales with trading houses, dealers, and related parties along -with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	82%	100%
	b. Number of Trading houses where purchases are made from	165	153
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	57%	47%
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	90%	55%
	b. Number of dealers / distributions to whom sales are made	23	31
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	97%	96%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	18%	NIL
	b. Sales (Sales to related parties / Total Sales)	10%	45%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	100%	100%



PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



A) ESSENTIAL INDICATORS:

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	NIL	NIL	NA

- Sustainable sourcing:

a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the entity has procedures in place for sustainable sourcing. These procedures encompass a range of considerations including ethics, fair treatment, labor, health and safety, environment, and management systems. We place a strong emphasis on identifying concerns and ensuring fair treatment and safe working conditions, data requirements and commitment to animal welfare.
b. If yes, what percentage of inputs were sourced sustainably?	90%

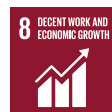
- Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	As the Company specializes in R&D and technical services, this requirement does not apply to us.
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- Extended Producer Responsibility (EPR) plan:

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	This is not applicable as the Company's operations are pure R&D & technical services.
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PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	107	107	100	107	100	0	0	0	0	0	0
Female	34	34	100	34	100	34	100	0	0	0	0
Total	141	141	100	141	100	34	100	0	0	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	44	44	100	44	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	44	44	100	44	100	0	0	0	0	0	0

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	6.42%	4.36%



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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	No	100	100	No
ESI	15	100	Yes	30	100	Yes
Others – EL	100	0	NA	59	59	No

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, as of March 31, 2024, the Company does not have any differently-abled employees or workers. However, the Company fully complies with the requirements of the Rights of Persons with Disabilities Act, 2016. We ensure that necessary arrangements are made to facilitate access to our premises and offices for differently-abled individuals whenever required. The Company is committed to creating an inclusive environment and is prepared to make any additional accommodations needed to support differently-abled persons.
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4. Equal Opportunity Policy:

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes, the Company is dedicated to delivering value through equality and fostering human diversity across all its operations. We have established a comprehensive policy on the Rights of Persons with Disabilities and a detailed code of conduct for employees, which underscores our commitment to inclusivity and equal opportunity. By promoting a diverse and inclusive workplace, the Company aims to create an environment where all individuals can thrive and contribute to our collective success. These policies can be accessed at https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf .
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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	NIL	NIL	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company provides multiple channels for employees to communicate their grievances or concerns. These channels include: - Whistleblower Mechanism - Grievance Redressal Policy - Anti-Sexual Harassment Committee These channels are governed by the Whistleblower Policy and the Code of Conduct for Employees, ensuring a safe and transparent environment for all employees to voice their issues.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		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	107	107	100	90	84	101	101	100	78	77
Female	34	34	100	25	73	30	30	100	14	47
Total	141	141	100	115	81	131	131	100	92	70
Workers										
Male	44	44	100	44	100	26	26	100	26	100
Female	0	0	0	0	0	0	0	0	0	0
Total	44	44	100	44	100	26	26	100	26	100

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	107	107	100	78	78	100
Female	34	34	100	14	14	100
Total	141	141	100	92	92	100
Workers						
Male	44	44	100	26	26	100
Female	0	0	0	0	0	0
Total	44	44	100	26	26	100



10. Health and safety management system:

Sl. No	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	<p>Yes, the Company has implemented a comprehensive occupational health and safety management system. Our occupational health and safety activities include:</p> <ul style="list-style-type: none"> - Health & Safety Training : Regular and rigorous training programs to ensure all employees are well-versed in safety protocols and procedures. - Pre-employment & Periodical Medical Assessments : Thorough health evaluations conducted before employment and at regular intervals to monitor and maintain the well-being of our workforce. - Work Permit System : A systematic approach to manage and control hazardous work activities through a structured permit system. - Emergency Preparedness: Detailed plans and regular drills to ensure readiness for any emergencies, minimizing risks and ensuring swift, effective responses. - Incident Investigation: Comprehensive investigation of any incidents to identify root causes and implement corrective actions to prevent recurrence. - Contractor Safety Management: Robust policies and oversight to ensure that all contractors adhere to our stringent safety standards and protocols. <p>These measures collectively ensure a safe and healthy working environment, reflecting our commitment to the well-being of our employees and stakeholders.</p>
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	All activities are meticulously monitored by adhering to job safety analyses and standard operating procedures. We routinely and systematically assess risks to identify both routine and non-routine work-related hazards. This comprehensive approach ensures that all potential risks are recognized and mitigated effectively, maintaining a safe and secure working environment. Regular audits and evaluations are conducted to continuously improve safety protocols and procedures, ensuring the highest standards of occupational health and safety are upheld across all operations.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, we have a process in place for workers to report work-related hazards and to remove themselves from hazardous situations.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, employees/ worker of the entity have access to non-occupational medical and health care services.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	NIL	NIL
	Workers	NIL	NIL

12. Measures to ensure a safe and healthy workplace:

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

The Company monitors health and safety in the workplace through various mechanisms to identify any deviations in our health and safety management system. These mechanisms include regular workplace inspections, periodic health and safety training sessions, safety instruction display boards, incident investigations, feedback reporting, periodic health check-ups for employees, and meticulous record-keeping.

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

	FY (2023-24) Current Financial Year			FY (2022-23) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	None	NIL	NIL	None
Health & Safety	NIL	NIL	None	NIL	NIL	None

14. Assessments for the year:

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

15. Corrective Actions:

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.	There have been no safety-related incidents in the past 5 years, and no significant risks have been identified. Nonetheless, we maintain a program aimed at promptly addressing any necessary corrective actions to enhance health and safety measures.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



A) ESSENTIAL INDICATORS:

1. Identification of stakeholder group:

<p>Describe the processes for identifying key stakeholder groups of the entity</p>	<p>The stakeholder identification process at the Company considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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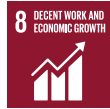
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

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
Shareholders	No	<ul style="list-style-type: none"> • Annual reports • Quarterly Results • Company Website • Intimation to Stock • Exchange • Email • Advertisement 	Quarterly/ Annual/ Need Basis	<ul style="list-style-type: none"> • Economic value generated & distributed • Long term value creation • Transparency • Good Governance
Regulatory and Private Bodies & Government Agencies	No	<ul style="list-style-type: none"> • Media releases • Conferences • Membership and Associations 	Need Basis	<ul style="list-style-type: none"> • Proactive compliance • Implementation of compliance management system • Governance at different levels

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	<ul style="list-style-type: none"> • Emails • Community meetings • Website • Notice board 	Need Basis	<ul style="list-style-type: none"> • Diversity • Quality of Work & Life • Fair wages & Remuneration benefits • Training & Development • Career Growth • Health & Safety
Customers	No	<ul style="list-style-type: none"> • Video Conferencing • Emails • Poster presentations 	Regular interval	<ul style="list-style-type: none"> • Quality & Timely Delivery • Competitive Cost • Responsible Production • Transparency in disclosure
Suppliers & Contractors	No	<ul style="list-style-type: none"> • Supplier meets • Supplier assessment • MoU Agreements • AMC discussion meetings • Performance review 	Need Basis	<ul style="list-style-type: none"> • Product Quality • Cost • Timely delivery • On time payment • Ethical behavior • Upcoming technologies or equipment • Health & Safety
Local Communities	No	<ul style="list-style-type: none"> • Regular engagement to understand concerns & requirement 	Need basis	<ul style="list-style-type: none"> • Local employment generation



PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



A) ESSENTIAL INDICATORS:

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	141	141	100	131	131	100
Other than permanent	0	0	0	0	0	0
Total Employees	141	141	100	131	131	100
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	44	44	100	26	26	100
Total Workers	44	44	100	26	26	100

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (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	141	0	0	0	0	131	0	0	0	0
Male	107	0	0	107	100	101	0	0	101	100
Female	34	0	0	34	100	30	0	0	30	100
Other than Permanent	141	0	0	0	0	131	0	0	0	0
Male	107	0	0	107	100	101	0	0	101	100
Female	34	0	0	34	100	30	0	0	30	100
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	44	0	0	0	0	26	0	0	0	0
Male	44	0	0	44	100	26	0	0	26	100
Female	0	0	0	0	0	0	0	0	0	0

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

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	0	2	99,91,333
Key Managerial Personnel	2	17,65,015	0	0
Employees other than BoD and KMP	107	6,08,459	34	2,71,104
Workers	44	2,68,464	0	0

* Among the Board of Directors, only one female Executive Director receives remuneration.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	13.85%	14.14%

4. Focal point for addressing human rights:

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

Yes, Stakeholders Relationship committee is responsible for addressing human rights impacts or issues caused or contributed to by the business.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

The Company upholds internationally recognized human rights principles and standards with unwavering commitment. To uphold these principles, the Company has implemented stringent procedures and protocols to prevent human rights violations across its operations. Furthermore, it has adopted a robust code of business conduct and a whistle-blower policy to encourage and facilitate the reporting of grievances or complaints by its employees.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	None	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/Involuntary Labour	NIL	NIL	None	NIL	NIL	None
Wages	NIL	NIL	None	NIL	NIL	None
Other human rights related issues	NIL	NIL	None	NIL	NIL	None



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

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

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

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

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of Board. Similarly, in sexual harassment cases there are internal compliance committees and relevant policies to ensure that complainant(s) shall not be met with adverse consequences.

9. Human rights requirements forming part of your business agreements and contracts:

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

All critical human rights requirements are part of the Code of Conduct according to which suppliers are expected to respect human rights through their business actions.

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	NIL

11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

NIL

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	NIL	NIL
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	4078656 MJ	4204800 MJ
Total fuel consumption (E)	434145 MJ	447572 MJ
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	4512801 MJ	4652372 MJ
Total energy consumed (A+B+C+D+E+F)	4512801 MJ	4652372MJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.039 (4512801/116929648)	0.034 (4652372/135392000)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.0017 (4512801/2619224115.2)	0.0015 (4652372/3000286720)
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.*

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

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

No, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.



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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	198	192
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	198	192
Total volume of water consumption (in kilolitres)	198	192
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	<0.001 (198/116929648)	<0.001 (192/135392000)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	<0.001 (198/2619224115.2)	<0.001 (192/3000286720)
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third parties	198	192
-No treatment	58	48
-With treatment – please specify level of treatment	140 (Pre-treatment for neutralization)	144 (Pre-treatment for neutralization)
(v) Others		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	198	192

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	The Company is treating wastewater through a Common Effluent Treatment Plant, as mandated in the Consent for Operation issued by the State Pollution Control Board.
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	(µg/m ³)	18.9	19.5
Sox	(µg/m ³)	7.80	8
Particulate matter (PM)	PM 2.5 (µg/m ³)	20.9	21.5
Persistent organic pollutants (POP)	NIL	NA	NA
Volatile organic compounds (VOC)	ppm	< 1	< 1
Hazardous air pollutants (HAP)	NIL	NA	NA
Others – please specify	NIL	NA	NA

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	30.539	31.483
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	858.076	833.084
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	< 0.001 (888.615 / 116929648)	< 0.001 (864.567 / 135392000)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) *		< 0.001 (888.615 / 2619224115.2)	< 0.001 (864.567 / 3000286720)
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.



8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Yes, our company is actively engaged in a project aimed at reducing greenhouse gas emissions. The initiatives to achieve this goal involve retrofitting energy-efficient equipment and implementing fuel switching measures.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	0.545	0.518
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	0.150	0.120
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any	NIL	NIL
Total (A+ B + C + D + E + F + G + H)	0.695	0.638
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	<0.001 (0.695/116929648)	<0.001 (0.638/135392000)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *	<0.001 (0.695/2619224115.2)	<0.001 (0.638/3000286720)
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.545	0.518
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	0.545	0.518

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No independent assessment, evaluation, or assurance has been carried out by an external agency.

10. Waste management practices adopted in the establishment:

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.	As a research and development company, our operations generate minimal waste. Any waste produced is carefully managed and disposed of through authorized third-party processors in strict compliance with regulations set by the State Pollution Control Board (PCB). This ensures that all waste disposal activities adhere to environmental standards and regulations, minimizing our environmental impact.
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11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

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

Sl. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable						

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

Yes, the Company is fully compliant with all the applicable environmental laws/regulations/ guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

13. If not, provide details of all such non-compliances, in the following format:

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



PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

- A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.

The Company is a member of 1 trade and industry chambers/ associations.

- 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 and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



A) ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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This section is not applicable to the Company as there were no projects that required SIA to be undertaken under Law.

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism:

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

The Company has a policy and procedure to receive and redress concerns/grievances/complaints from the community. All stakeholder have right to register their grievance with the Company and they can reach out to Company as mentioned Stakeholder Management policy and Grievance Redressal policy (can be accessed at https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf). The relevant department then will reach out the concerned stakeholder, discuss with them to understand the grievance and help them in resolving the grievance by taking a corrective measure within the reasonable timeframe.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	20%	19%
Sourced directly from within India	80%	81%

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

Location	FY 2023-2024 (Current Year)	FY 2022-2023 (Previous Year)
Rural	-	-
Semi- Urban	41%	40%
Urban	44%	46%
Metropolitan	15%	13%



PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



A) ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

The company exclusively offers services and endeavours to promptly receive and address consumer complaints and feedback. Additionally, it maintains a Grievance Redressal Policy for all stakeholders, including consumers, to report concerns or grievances. The company carefully reviews each concern or grievance, engages with the concerned stakeholder to understand the issue, and strives to resolve it by implementing corrective measures within a reasonable timeframe.

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

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

*Since the Company is engaged in Research & Development (R&D) and technical services, the Company has limited opportunity in this area.

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

Category	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	None	NIL	NIL	None
Cyber-security	NIL	NIL	None	NIL	NIL	None
Delivery of essential services	NIL	NIL	None	NIL	NIL	None
Restrictive Trade Practices	NIL	NIL	None	NIL	NIL	None
Unfair Trade Practices	NIL	NIL	None	NIL	NIL	None
Other	NIL	NIL	None	NIL	NIL	None

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

5. Cyber security policy:

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

Yes, the company has an Information Technology Security Policy (ITSP) that outlines guidelines and principles for safeguarding the company's controlled IT assets. It focuses on enhancing IT security capabilities and resilience against emerging cyber threats. The policy is available for reference at the following web link: https://www.suven.com/pdf/BRSR_Policies_Suven-Life.pdf

6. Corrective Actions:

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

Not Applicable as there were no such instances.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	NIL
b. Percentage of data breaches involving personally identifiable information of customers	NIL
c. Impact, if any, of the data breaches	NIL