

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L24230GJ1984PLC007440	
2	Name of the Listed Entity	Concord Biotech Limited	
3	Date of Incorporation	23-09-1984	
4	Registered office address	1482-1486, Trasad Road, Dholka, Dist. Ahmedabad - 382 225, Gujarat	
5	Corporate address	B-1601-1602, B-Wing, Mondeal Heights, Iskcon Cross Road, S. G. Highway, Ahmedabad - 380015, Gujarat	
6	E-mail	lalitsethi@concordbiotech.com	
7	Telephone	079-68138700	
8	Website	www.concordbiotech.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2023	31-03-2024
	Previous Financial Year	01-04-2022	31-03-2023
	Prior to Previous Financial year	01-04-2021	31-03-2022
10	Name of the Stock Exchange(s) where shares are listed		
	Details of the Stock Exchanges		
	Sr. No.	Name of the Stock exchange	Description of other stock exchange
	1	NSE	
			Name of the Country
11	Paid-up Capital (In Rs)	104616204.00	
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	Mr. Lalit Sethi	
	Contact	079-68138700	
	E mail	lalitsethi@concordbiotech.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	Whether the company has undertaken reasonable assurance of the BRSR Core?	No	

II. Products/services				
17	Details of business activities (accounting for 90% of the turnover)			
Details of business activities (accounting for 90% of the turnover)				
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity	
1	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of active pharmaceutical ingredients	80.00%	
2	Manufacturing of pharmaceuticals	Research, development, manufacturing and sale of finished formulation	20.00%	
18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)				
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed	
1	Manufacturing of pharmaceuticals, medicinal chemical And botanical products	210	100.00%	
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf		
III. Operations				
19	Number of locations where plants and/or operations/offices of the entity are situated			
	Location	Number of plants	Number of offices	Total
	National	3	1	4
	International	0	0	0
20	Markets served by the entity			
A	Number of locations			
	Locations	Number		
	National (No. of States)	28		
	International (No. of Countries)	70		
B	What is the contribution of exports as a percentage of the total turnover of the entity?	45.00%		
C	A brief on types of customers	<p>Concord is a research-based biopharmaceutical company with three business verticals: API, finished formulations, and contract research & manufacturing. For the API business, the Company works with various formulation companies globally that manufacture products in the therapy of immunosuppressants, oncology, and anti-infectives, including anti-bacterial and anti-fungal. For the finished formulations vertical, Concord is supplying its products to global markets such as USA, Latin America, Middle east, South east Asia. In India, Concord operates on B2C and B2B; and is working with work with various government and corporate hospitals and end patients. For our third vertical which is contract research & manufacturing, Concord is working with several global biopharmaceutical companies in the area of fermentation, semi-synthetic API's and finished formulations. Some of the major activities undertaken are strain improvement, media optimisation, process optimisation and scale up from R&D to pilot and commercial scale. Our portfolio of APIs and formulations is catering to over 200 customers in more than 70 countries, encompassing pharmaceutical companies, distributors, and government and corporate hospitals, with an impeccable track record of quality, safety, and reliability for more than 2 decades. Concord's products are helping enhance the healthcare process in both developed and developing countries.</p>		

IV.	Employees												
21	Details as at the end of Financial Year												
A.	Employees and workers (including differently abled)												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
EMPLOYEES													
1	Permanent (D)	1377	1288	93.54%	89	6.46%	0	0.00%					
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total employees(D + E)	1377	1288	93.54%	89	6.46%	0	0.00%					
WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than permanent (G)	1024	1011	98.73%	13	1.27%	0	0.00%					
6	Total workers (F + G)	1024	1011	98.73%	13	1.27%	0	0.00%					
B.	Differently abled Employees and workers:												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
DIFFERENTLY ABLED EMPLOYEES													
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%					
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%					
DIFFERENTLY ABLED WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%					
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%					
22	Participation/Inclusion/Representation of women												
		Total (A)	No. and percentage of Females										
			No. (B)	% (B / A)									
	Board of Directors	9	1	11.11%									
	Key Management Personnel	4	0	0.00%									
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
		Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	14.32%	85.71%	0.00%	16.70%	12.12%	18.18%	0.00%	12.00%	8.41%	8.00%	0.00%	2.00%
	Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
V.	Holding, Subsidiary and Associate Companies (including joint ventures)												
24	(a) Names of holding / subsidiary / associate companies / joint ventures												
	Holding, Subsidiary and Associate Companies (including joint ventures)												
Sr. 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	Concord Japan KK	Joint Venture			50.00%	No							
VI.	CSR Details												
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)									Yes			
	(ii) Turnover (in Rs.)									10169392470.00			
	(iii) Net worth (in Rs.)									15266455405.00			

VII. Transparency and Disclosures Compliances									
26 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2023-24)			PY (2022-23)		Remarks
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year		
	Communities	No		0	0	NA	0	0	NA
	Investors (other than shareholders)	Yes	Concord offers a structured approach to addressing any concerns or grievances raised by investors and shareholders. The same can be reviewed at the following weblink: https://scores.gov.in/scores/Welcome.html	0	0	NA	0	0	NA
	Shareholders	Yes	Concord offers a structured approach to addressing any concerns or grievances raised by investors and shareholders. The same can be reviewed at the following weblink: https://scores.gov.in/scores/Welcome.html	0	0	NA	0	0	NA
	Employees and workers	Yes	Employees and workers are covered by a whistle blower policy for registering their complaints. The same can be reviewed at the following weblink: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
	Customers	No		0	0	NA	0	0	NA
	Value Chain Partners	No		0	0	NA	0	0	NA

27 Overview of the entity's material responsible business conduct issues					
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					
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 implication risk or (Indicate nature of impact)
1	R&D and innovation	O	R&D investment boosts green innovation for environmental sustainability and ESG performance enhancement. Strategic R&D investments and transparent disclosure facilitate stakeholders' understanding of the organisation's approach and scale.	-	Positive
2	Quality management	R	When manufacturing pharmaceutical products, quality is of paramount concern. Degradation in quality will have a negative effect, whereas maintaining consistent quality enhances trust and reliability among customers.	<ul style="list-style-type: none"> Ensuring a system is in place to uphold product quality and regulatory compliance consistently. Pharmacovigilance processes actively monitor and address product-related risks, fostering continuous product improvement. A dedicated team manages complaints via a web portal and a toll-free number, ensuring prompt investigation and action. Mandatory pharmacovigilance training is provided to all employees, reinforcing commitment to safety and quality. 	Negative Impact
3	Supply chain disruption	R	Ensuring a stable supply chain for business continuity is paramount in the pharmaceutical industry. Therefore, it is imperative to undertake initiatives aimed at anticipating, preventing, and mitigating any disruptions that may arise.	<ul style="list-style-type: none"> Integrating supply chain ensures global medicine availability without interruption Emphasising cost-effective and sustainable logistics, from raw material procurement to final product delivery Ensuring environmental compliance through mandatory audits for critical vendors Guiding partners on legal, regulatory, and ethical standards through a Supplier Code of Conduct 	Negative Impact
4	Business conduct & ethics	R	Engaging in unethical conduct and disregarding ethical principles can significantly damage our reputation.	<ul style="list-style-type: none"> Upholding principles of integrity, transparency, accountability, and ethics. Establishing professional management teams and independent boards for better governance. Implementing global best practices in corporate governance and risk management. Preserving and enhancing value consistently by the group 	Negative Impact
5	GHG emissions	R	GHG emissions pose regulatory, market, physical, reputational, and financial risks. Compliance costs, reduced demand, infrastructure damage, tarnished reputations, and investor backlash are key concerns. Addressing emissions through mitigation strategies is crucial to mitigating these risks and fostering long-term sustainability.	<ul style="list-style-type: none"> Transitioning to natural gas for steam production Conducting tree planting to offset emissions Installing energy-efficient boilers and equipment like LED lighting and solar-powered systems 	Negative Impact
6	Water management	O	Our processes are water intensive, and water is a limited resource which has to be used judiciously. We have implemented Effluent treatment plant with Zero Liquid Discharge	-	Positive
7	Inclusion and diversity	O	Concord prioritises nurturing a workplace culture that champions diversity and inclusivity, as evident in its recruitment, promotion, and leadership strategies across all organisational echelons. The Company places immense value on fostering a workforce where varied perspectives and inclusive dynamics are embraced, from senior management to entry-level roles.	-	Positive
8	Community engagement	O	We consider it our responsibility to care for the community around its operations.	-	Positive
9	Data privacy & Cybersecurity	R	Data breaches, unauthorised access to intellectual property and R&D data can pose significant risks to Concord's operations.	Investing in building a robust digital architecture that supports data platforms across all functions.	Negative Impact
10	Employee health & safety	R	Failure to ensure a safe working environment can result in legal liabilities. Workplace accidents and illnesses can lead to reduced productivity. Unsafe conditions can also impact morale, job satisfaction, and engagement.	<ul style="list-style-type: none"> Ensuring a safe and healthy workplace with established protocols for employee well-being and safety Fostering an environment that attracts and retains talent through empowerment, growth opportunities, flexibility, competitive remuneration, and a sense of purpose Implementing rigorous safety procedures and ongoing process improvements across all sites to promote a zero-incident safety culture Conducting employee trainings and enforcing protocols for preventing, reporting, and addressing misconduct, including sexual harassment and discrimination 	Negative Impact
11	End-user health & safety	R	Products not meeting standards can cause harm to the health of consumers, resulting in product recalls, financial losses and reputational damage to the organisation. It may also lead to litigation risks and a loss of consumer confidence.	<ul style="list-style-type: none"> Regularly inspecting both raw materials and finished products to identify any impurities or deviations in composition. 	Negative Impact
12	Waste management	R	Environmental pollution, legal liabilities, and risks to human health are caused by improper handling and disposal of waste. Regulatory scrutiny and cleanup obligations stemming from violations can disrupt operations, leading to financial losses and reputational damage.	<ul style="list-style-type: none"> Adhering to regulatory standards for waste management Ensuring responsible treatment of the generated waste Following appropriate methods for waste disposal 	Negative Impact

Disclosure Questions	P1	P2	P3	F
Policy and management processes				
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Y
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Y
c. Web Link of the Policies, if available	https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Insider-Trading-Policy.pdf https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Practises-Fair-Disclosure-of-UPSI.pdf https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Policy-for-Familiarisation-Programme-for-Independent-Directors.pdf https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-POLICY-FOR-EVALUATION-OF-THE-PERFORMANCE-OF-THE-BOARD-OF-DIRECTORS.pdf	not available	https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	h E h F
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope-1-2 emission measurement 4. Reach target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO14001 and ISO 45001	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope-1-2 emission measurement 4. Reach target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO14001 and ISO 45001	1. Increase in recycling of treated waste water 2. Supplier assessment on ESG parameters as per BRSR 3. Scope-1-2 emission measurement 4. Reach target of zero LTA 5. 100% statutory compliance 6. External EHS audit with no major NC 7. 100% implementation of ISO14001 and ISO 45001	l a e s N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering	• 2 of our units are ISO14001 & ISO 45001 certified • Our facilities have Effluent Treatment Plants (ETPs) and ETP sludge dewatering systems. With these facilities, we have reduced 90% of the sludge volume in our dewatering system, thereby contributing towards Zero Liquid Discharge.	• f s r s I

	system, thereby contributing towards Zero Liquid Discharge.	
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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 (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Chairman's message from Concord's Annual Report for FY 2023-24.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Business Responsibility (BR) policies are broadly managed by the Chairman, the Chief Executive Officer and the KMPs.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
If yes, provide details.	Yes, CSR Committee

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency									
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									
Notes									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	4	Overview of Business Units, Building Strategies, and Business Modelling.	100.00%
Key Managerial Personnel	6	Talent Development for Customised Development.	100.00%
Employees other than BoD and KMPs	75	Quality Management System, GMP GLP, Good Documents Practices, Data integrity	100.00%
Workers	50	Operations, cleaning and handling of Equipment, Dust collection and disposal, skills upgradation	100.00%

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

Monetary

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Non- Monetary

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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

Details Of The Appeal Or Revision Preferred In Cases Where Monetary Or Non Monetary Action Has Been Appealed

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	NA	NA

4. Does the entity have anti-corruption or anti-bribery policy?

Yes

If Yes, provide details in brief

We have an anti-fraud policy to prevent, report, and address fraud and corruption within the organisation. It mandates honest and ethical conduct from all team members, prohibiting any involvement in fraudulent activities. The policy includes procedures for reporting suspected fraud, outlines investigation processes, and specifies disciplinary actions for violations. Compliance with the policy is mandatory for all employees and contractors, emphasising the importance of maintaining integrity and ethical business practices.

Provide a web-link if the entity has anti-corruption or anti-bribery policy

<https://www.concordbiotech.com/public/assets/pdf/anti-fraud-and-anti-corruption-policy.pdf>

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

	FY (2023-24)	PY (2022-23)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2023-24)		PY (2022-23)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-
7. 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.				NA
8. Number of days of accounts payables				
	FY (2023-24)	PY (2022-23)		
i) Accounts payable x 365 days	365.00	365.00		
ii) Cost of goods/services procured	2.43	1.92		
iii) Number of days of accounts payables	150	190		
9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format				
Parameter	Metrics	FY (2023-24)	PY (2022-23)	
Concentration of Purchases	a. i) Purchases from trading houses	107.25	101.64	
	ii) Total purchases	165.00	154.00	
	iii) Purchases from trading houses as % of total purchases	65.00%	66.00%	
	b. Number of trading houses where purchases are made	165	154	
	c. i) Purchases from top 10 trading houses	75.90	64.68	
	ii) Total purchases from trading houses	165.00	154.00	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	46.00%	42.00%	
Parameter	Metrics	FY (2023-24)	PY (2022-23)	
Concentration of Sales	a. i) Sales to dealer / distributors	55.59	38.80	
	ii) Total Sales	327.00	388.00	
	iii) Sales to dealer / distributors as % of total sales	17.00%	10.00%	
	b. Number of dealers / distributors to whom sales are made	327	388	
	c. i) Sales to top 10 dealers / distributors	189.66	182.36	
	ii) Total Sales to dealer / distributors	327.00	388.00	
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	58.00%	47.00%	
Parameter	Metrics	FY (2023-24)	PY (2022-23)	
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00	
	ii) Total Purchases	0.00	0.00	
	iii) Purchases (Purchases with related parties as % of Total Purchases)			
	b. i) . Sales (Sales to related parties)	13.83	24.52	

	ii) Total Sales	327.00	388.00
	iii) Sales (Sales to related parties as % of Total Sales)	4.23%	6.32%
	c. i) Loans & advances given to related parties	0.00	0.00
	ii) Total loans & advances	0.00	0.00
	iii) Loans & advances given to related parties as % of Total loans & advances		
	d. i) Investments in related parties	0.00	0.00
	ii) Total Investments made	0.00	0.00
	iii) Investments in related parties as % of Total Investments made		
Leadership Indicators			
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?			
		Yes	
	If Yes, provide details of the same.	<p>Concord realises the importance of avoiding and addressing conflict of interest among Board members to uphold transparency, integrity, and ethical conduct within the organisation. As a result, the Company has established a policy specifically addressing this issue. The policy ensures that both the BoD and SMPs refrain from engaging in any business, relationship, or activity that could conflict with Concord's interests or tarnish its reputation. Any situation that presents a conflict between personal interests and those of the Company and its stakeholders' interests is strictly prohibited. In instances where transactions involving conflict of interest arise, approval is sought from all Board members except those with vested interests.</p> <p>https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Code-of-Conduct-for-BoD-and-SMPs.pdf</p>	
	Notes		

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 (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.49%	0.42%	Expenditure in ETP

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

Yes

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

0.00%

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)	Concord adheres to statutory waste management guidelines, ensuring that all types of waste are handled appropriately. HDPE bags are recycled to fill the ETP sludge and MEE salt, while surplus HDPE bags are sold to recyclers. E-waste is sent to registered recyclers, while hazardous waste is either reused, recycled or disposed of based on statutory guidelines for end-of-life disposal. Hazardous waste disposal involves selling to registered recyclers, sending for co-processing, or disposing of at TSDF sites. ETP sludge is dried in a paddle dryer, reducing its moisture content by 90% before disposal. Biomedical waste is directed to registered incineration sites. Our commitment to environmental stewardship extends beyond compliance, driving us to explore circular economy opportunities. We engage stakeholders to enhance environmental equity throughout our operations and value chain, aiming to reduce waste disposal and promote resource efficiency.
(b) E-waste	Concord adheres to statutory waste management guidelines, ensuring that all types of waste are handled appropriately. HDPE bags are recycled to fill the ETP sludge and MEE salt, while surplus HDPE bags are sold to recyclers. E-waste is sent to registered recyclers, while hazardous waste is either reused, recycled or disposed of based on statutory guidelines for end-of-life disposal. Hazardous waste disposal involves selling to registered recyclers, sending for co-processing, or disposing of at TSDF sites. ETP sludge is dried in a paddle dryer, reducing its moisture content by 90% before disposal. Biomedical waste is directed to registered incineration sites. Our commitment to environmental stewardship extends beyond compliance, driving us to explore circular economy opportunities. We engage stakeholders to enhance environmental equity throughout our operations and value chain, aiming to reduce waste disposal and promote resource efficiency.
(c) Hazardous waste	Concord adheres to statutory waste management guidelines, ensuring that all types of waste are handled appropriately. HDPE bags are recycled to fill the ETP sludge and MEE salt, while surplus HDPE bags are sold to recyclers. E-waste is sent to registered recyclers, while hazardous waste is either reused, recycled or disposed of based on statutory guidelines for end-of-life disposal. Hazardous waste disposal involves selling to registered recyclers, sending for co-processing, or disposing of at TSDF sites. ETP sludge is dried in a paddle dryer, reducing its moisture content by 90% before disposal. Biomedical waste is directed to registered incineration sites. Our commitment to environmental stewardship extends beyond compliance, driving us to explore circular economy opportunities. We engage stakeholders to enhance environmental equity throughout our operations and value chain, aiming to reduce waste disposal and promote resource efficiency.
(d) other waste	Concord adheres to statutory waste management guidelines, ensuring that all types of waste are handled appropriately. HDPE bags are recycled to fill the ETP sludge and MEE salt, while surplus HDPE bags are sold to recyclers. E-waste is sent to registered recyclers, while hazardous waste is either reused, recycled or disposed of based on statutory guidelines for end-of-life disposal. Hazardous waste disposal involves selling to registered recyclers, sending for co-processing, or disposing of at TSDF sites. ETP sludge is dried in a paddle dryer, reducing its moisture content by 90% before disposal. Biomedical waste is directed to registered incineration sites. Our commitment to environmental stewardship extends beyond compliance, driving us to explore circular economy opportunities. We engage stakeholders to enhance environmental equity throughout our operations and value chain, aiming to reduce waste disposal and promote resource efficiency.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

If not, provide steps taken to address the same.

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)?

Yes

If yes, provide details

The entity conducted Life Cycle Perspective/Assessments (LCA)

Sr. No.	NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
1	21001	API	0.00%	Manufacturing facility	No	No	
2	21002	Formulation	0.00%	Manufacturing facility	No	No	

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.

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
1	0	0	0

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).

Percentage of recycled or reused input material to total material (by value) used in production or providing services

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2023-24)	PY (2022-23)
1	NA	0.00%	0.00%

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 (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	346.43	0.00	9.66	373.25	0.00	36.06
E waste	0.00	0.00	0.47	0.00	0.00	0.35
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00

Other waste

Details of other waste

Sr. No.	Name Of Other Waste	FY (2023-24)			PY (2022-23)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
1	Others - Bio-medical waste in MT	0.00	0.00	6.88	0.00	0.00	10.21
2	Others - construction and demolition waste in MT	0.00	0.00	0.00	0.00	0.00	0.00
3	Others - battery waste	0.00	0.00	0.00	0.00	0.00	0.00
4	Others - radioactive waste	0.00	0.00	0.00	0.00	0.00	0.00
5	Other non-hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00

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

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
1	NA	0.00%

Notes

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1288	0	0.00%	1288	100.00%			0	0.00%	0	0.00%
Female	89	0	0.00%	89	100.00%	39	43.82%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1377	0	0.00%	1377	100.00%	39	2.83%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	1011	0	0.00%	1011	100.00%			0	0.00%	0	0.00%
Female	13	0	0.00%	13	100.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1024	0	0.00%	1024	100.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY (2023-24)	PY (2022-23)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	19312029.00	18980376.00
ii) Total revenue of the company	10169392470.00	8531681573.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.19%	0.22%

2. Details of retirement benefits

Benefits	FY (2023-24)	PY (2022-23)
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	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	99.86%	0.00%	Yes	99.52%	0.00%	Yes
Gratuity	99.06%	0.00%	Yes	99.35%	0.00%	Yes
ESI	0.01%	0.00%	Yes	0.01%	0.00%	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	No	
If not, whether any steps are being taken by the entity in this regard.	Concord actively works to improve the accessibility of its work environment for all employees. This includes installing ramps, elevators, and other necessary infrastructure in its manufacturing facilities, administration offices, and corporate headquarters to ensure easy access for individuals with disabilities.	
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes	

If so, provide a web-link to the policy.	The Company ensures equal access to education, employment, leadership positions, and other opportunities for individuals of all genders. We are committed to non-discrimination based on gender, caste, or nationality, and Concord operates as an equal opportunity employer.
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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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	Yes
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If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	
Other than Permanent Workers	Yes	The Company has a Policy of Employees' Grievance Redressal Systems that allows an aggrieved employee to report any concerns to the Head of the Department seeking for resolution. If the aggrieved does not get a satisfactory resolution, the complaint can be then forwarded to the HR Head, Grievance Committee, and finally to the CEO for resolution.
Permanent Employees	Yes	The Company has a Policy of Employees' Grievance Redressal Systems that allows an aggrieved employee to report any concerns to the Head of the Department seeking for resolution. If the aggrieved does not get a satisfactory resolution, the complaint can be then forwarded to the HR Head, Grievance Committee, and finally to the CEO for resolution.
Other than Permanent Employees	No	

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

Category	FY (2023-24)			PY (2022-23)		
	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	1377	0	0.00%	0	0	0.00%
Male	1288	0	0.00%	0	0	0.00%
Female	89	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)	PY (2022-23)
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	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	1288	1288	100.00%	1288	100.00%	1157	1157	100.00%	1011	87.38%
Female	89	89	100.00%	89	100.00%	77	77	100.00%	13	16.88%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1377	1377	100.00%	1377	100.00%	1234	1234	100.00%	1024	82.98%
Workers										
Male	1011	1011	100.00%	0	0.00%	962	962	100.00%	0	0.00%
Female	13	13	100.00%	0	0.00%	13	13	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1024	1024	100.00%	0	0.00%	975	975	100.00%	0	0.00%
9. Details of performance and career development reviews of employees and worker:										
Category	FY (2023-24)					PY (2022-23)				
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)				
Employees										
Male	1288	1288	100.00%	1157	1157	100.00%				
Female	89	89	100.00%	77	77	100.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	1377	1377	100.00%	1234	1234	100.00%				
Workers										
Male	1011	0	0.00%	962	0	0.00%				
Female	13	0	0.00%	13	0	0.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	1024	0	0.00%	975	0	0.00%				
10. Health and safety management system:										
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).						Yes				
If yes, the coverage such system?						<p>Concord's EHS department spearheads various initiatives to foster a safety-centric culture in the workplace. The EHS department strives to have no negative impact on people, processes, and the environment. This is accomplished by creating a 360-degree EHS operating system across all business operations. The EHS team ensures compliance with applicable legal and regulatory obligations with regard to pollution control, worker and plant safety, as well as employee and contractor health. By systematically analysing and controlling risks, coupled with providing comprehensive training to both management and employees, we significantly reduce the occurrence of accidents and occupational health hazards. Regular training sessions not only enhance operational excellence and productivity but also uphold stringent compliance standards pertaining to quality and safety. The Company's API facilities in Dholka and Limbasi, Gujarat, are ISO 14001 and ISO 45001 certified. The system has 100% coverage. All internal and external stakeholders of the manufacturing sites, including personnel suppliers, contractors are covered as part of our health and safety system.</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?						<p>The Company has established a comprehensive risk management policy to proactively address potential threats. Our risk management process is carefully crafted to shield the organisation from various risks by taking appropriate and timely measures. It is structured to anticipate, assess, and mitigate risks effectively, thereby minimising their impact on our business operations. Concord lists all potential risks that can impact its operations and integrates them into its management processes to ensure that they are given due consideration during decision-making procedures. For all workplace hazards, we conduct routine process safety risk assessments. It has the requisite permits in place for undertaking both routine and non-routine work-related hazards. Integrated process safety management systems ensure all existing processes and new developments are assessed for risks. Process safety studies, such as process hazard analysis, equipment safety study through techniques, including HAZOP, HIRA, EAI, PSSR, scenario analysis, and risk assessment matrices are conducted by cross-functional teams. Detailed risk-based assessments are conducted regularly, along with extensive audits to evaluate Concord's health and safety performance at the site level. https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Risk-Management-Policy.pdf</p>				
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?						Yes				
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?						Yes				
11. Details of safety related incidents, in the following format:										
Safety Incident/Number			Category*	FY (2023-24)			PY (2022-23)			

Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00			
	Workers	0.00	0.00			
Total recordable work-related injuries	Employees	0	0			
	Workers	0	0			
No. of fatalities	Employees	0	0			
	Workers	0	0			
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0			
	Workers	0	0			
12. Describe the measures taken by the entity to ensure a safe and healthy work place.	In Concord's commitment to fostering a safe and healthy workplace, we have implemented a range of initiatives. These include: • Ensuring compliance with applicable legal and regulatory obligations with regard to pollution control, workers, and plant safety, as well as employee and contractor health • Conducting regular risk assessments to proactively identify and address potential hazards • Incorporating safety policies and procedures to guide employees, ongoing training sessions on safety protocols and emergency procedures, and the provision of necessary safety equipment and facilities • Verifying fire protection and prevention system are in place at all manufacturing facilities • ISO 14001 and ISO 45001-certified Dholka and Limbasi production facilities • Ensuring regular inspections by Indian regulatory bodies as well as inspected by international regulatory bodies, such as the USFDA, EUGMP, PMDA of Japan, ANVISA and MFDS of Korea Through these efforts, Concord strives to ensure a secure and supportive environment for all our employees.					
13. Number of Complaints on the following made by employees and workers:						
	FY (2023-24)			PY (2022-23)		
	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		0	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	100.00%					
Working Conditions	100.00%					
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	NA					
Leadership Indicators						
1. Does the entity extend any life insurance or any compensatory package in the event of death of						
(A) Employees (Y/N)					Yes	
(B) Workers (Y/N).					Yes	
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	Concord ensures that all necessary statutory dues related to its transactions with value chain partners are deducted and deposited as per regulations. These procedures are regularly reviewed through audits. Additionally, we diligently gather certificates and documentation from our contractors concerning statutory dues like PF for contractual employees and workers, among others. Moreover, the Company holds its value chain partners to high ethical standards, expecting integrity in all business transactions.					
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 (2023-24)	PY (2022-23)		FY (2023-24)	PY (2022-23)	
Employees	0	0		0	0	
Workers	0	0		0	0	
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)				No		
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	0.00%					
Working Conditions	0.00%					
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.	NA. Vendor qualification practices, along with physical and virtual audits, are integral components of the quality assurance department for our key raw material supplier.					
Notes						

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.

A systematic approach was established for stakeholder consultation across our organisation through questionnaires and interviews. Internal stakeholders, notably senior management and functional heads, outlined the sustainability priorities of Concord. External stakeholder consultations were also conducted to gauge the effectiveness of our sustainability initiatives. As a next step, sustainability reports of industry peers were reviewed, and government regulations were analysed to consider the perspectives of customers and regulators. The data obtained was thus combined based on the relative importance of each stakeholder. Stakeholders were prioritised based on how each stakeholder could impact the Company's performance vis-à-vis how the Company's performance could impact the stakeholder.

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

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Healthcare professionals	No	Other	One-on-one meetings discussing recent advancements and practices in scientific research concerning emerging therapies.	Others – please specify	Half yearly and need-based	Concord engages with healthcare professionals to update them regarding its products and innovations. Key topics of concern are product quality and availability.
2	Customers	No	Other	Customer surveys, review meetings and calls to gain feedback on trends, e-mails, physical and virtual meetings.	Others – please specify	Half yearly and need-based	Ensuring timely supply of products and services, addressing customer queries and grievances, taking feedback, understanding customer requirements, and updating customers about its offerings. Key topics of concern are access, affordability, availability, and quality of products, consumer grievances.
3	Suppliers	No	Other	Scheduled meetings, weekly e-mail briefings, regular phone calls, and e-mails.	Others – please specify	Half yearly and need-based	Ensuring smooth business operations, timely material and service availability, quality and quantity of supplies, and gauging any supply chain issues. Key topics of concern include the pricing of materials and maintaining long term contracts.
4	Regulators	No	Other	One-on-one meetings, periodical regulatory filings, periodic audits, e-mails, letters.	Others – please specify	Periodic and need-based	Compliance, guidelines, and technical guidance. Key topics of concern include changes in laws and regulations, regulatory compliance, and timely disclosures.
5	NGO's/communities	Yes	Other	Direct engagement at facility and project sites, dedicated CSR-team-led engagement, visits and camps.	Others – please specify	Continuous and need-based	CSR initiatives, enhancing environmental sustainability, and promoting science education among students. Key topics of concern include CSR activities related to livelihood development and access to education and healthcare.
6	Investors and leadership	No	Other	Annual reports and quarterly results, email, Stock Exchange intimations, analysts meet/conference calls, Annual General Meeting, media releases, performance and business update calls, investor meetings, and newspaper advertisements	Others – please specify	Quarterly, annual and need-based	Upholding business performance, strategising future growth plans, addressing shareholder queries and suggestions, and understanding shareholder expectations. Key topics of concern include business profitability and growth, Company reputation, and corporate governance.
7	Employees	No	Other	Review meets, festive events, welfare events, outbound training programmes, e-mails, website, notice boards, meetings, one-on-one discussions, and townhalls.	Others – please specify	Ongoing and need-based	Employee well-being, collecting feedback, training and career growth. Key topics of concern are employee welfare, career growth and capacity building.

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 relevant business and functional heads conduct consultations with respective stakeholders. Any feedback gathered from these consultations is then communicated to senior management and/or the Board, as needed.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	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.	Yes, Concord has conducted an extensive materiality assessment utilising data and insights provided by relevant stakeholders. This assessment comprehensively evaluated environmental, social, governance, and economic issues crucial for the long-term viability and sustainability of the organisation. Through this process, we identified and prioritised key issues vital to the sustainability of our business operations and established goals to achieve sustainability targets, thereby fostering value creation.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	We prioritise the welfare of communities neighbouring our manufacturing facilities, acknowledging them as a vulnerable/marginalised stakeholder group. To address their needs, we have undertaken various initiatives, including providing healthcare services, funding education and scholarships, promoting sports activities, and contributing to Army welfare initiatives.
Notes	

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	1377	1377	100.00%	1234	1234	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	1377	1377	100.00%	1234	1234	100.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	1024	1024	100.00%	975	975	100.00%
Total Workers	1024	1024	100.00%	975	975	100.00%

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

Category	FY (2023-24)					PY (2022-23)				
	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	1377	0	0.00%	1377	100.00%	1234	0	0.00%	1234	100.00%
Male	1288	0	0.00%	1288	100.00%	1157	0	0.00%	1157	100.00%
Female	89	0	0.00%	89	100.00%	77	0	0.00%	77	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	1024	0	0.00%	1024	100.00%	975	0	0.00%	975	100.00%
Male	1011	0	0.00%	1011	100.00%	962	0	0.00%	962	100.00%
Female	13	0	0.00%	13	100.00%	13	0	0.00%	13	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	75600000	1	0	0	0
Key Managerial Personnel	2	4982586	0	0	0	0
Employees other than BoD and KMP	1284	669705	89	373288	0	0
Workers	1011	194425	13	194425	0	0

b. Gross wages paid to females:

	FY (2023-24)	PY (2022-23)				
Gross wages paid to females	2528700.00	1987038.00				
Total wages	199110310.00	149401377.00				
Gross wages paid to females (Gross wages paid to females as % of total wages)	1.27%	1.33%				
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					
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	Concord recognises the importance of preventing human rights violations. To foster a positive and safe work environment, we have a Prevention of Sexual Harassment (POSH) policy, grievance redressal mechanism, and whistle-blower policy. Employees and contractors are encouraged to raise human rights concerns in Safety & Health committee meetings. Site HR and EHS teams, under the guidance of the site head, are entrusted with addressing these concerns, with matters escalated to the corporate level when necessary. Comprehensive details are then deliberated upon by the relevant governance committees.					
6. Number of Complaints on the following made by employees and workers:						
	FY (2023-24)			PY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
	FY (2023-24)		PY (2022-23)			
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0		0			
ii) Female employees / workers	0		0			
iii) Complaints on POSH as a % of female employees / workers						
iv) Complaints on POSH upheld	0		0			

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Our Whistle-Blower Policy safeguards whistle-blowers from adverse consequences in discrimination and harassment cases, ensuring protection for those making protected disclosures. It prohibits harassment or retaliation against whistle-blowers who disclose in good faith and outlines disciplinary actions, including termination, for retaliatory behaviour by supervisors or managers. who engage in retaliation against whistle-blowers. The Policy underscores confidentiality, allowing whistle-blowers to make protected disclosures anonymously, ensuring fair treatment and thorough investigation of all complaints. Link to the policy: https://www.concordbiotech.com/public/assets/pdf/Concord-Biotech-Limited-Whistle-Blower-Policy.pdf	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes	
10. Assessments for the year:		
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100.00%	
Forced/involuntary labour	100.00%	
Sexual harassment	100.00%	
Discrimination at workplace	100.00%	
Wages	100.00%	
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.		
	NA	
Leadership Indicators		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	NA	
2. Details of the scope and coverage of any Human rights due-diligence conducted	None	
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes	
4. Details on assessment of value chain partners:		
	% of value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	0.00%	
Discrimination at workplace	0.00%	
Child Labour	0.00%	
Forced Labour/Involuntary Labour	0.00%	
Wages	0.00%	
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.		
	NA	
Notes		

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:

Whether total energy consumption and energy intensity is applicable to the company?	Yes		
Revenue from operations (in Rs.)	FY (2023-24)	PY (2022-23)	
	10169392470.00	8531681573.00	
Parameter	Units	FY (2023-24)	PY (2022-23)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0.00	0.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0.00	0.00
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	212048.38	197539.48
Total fuel consumption (E)	Gigajoule (GJ)	280971.46	273338.18
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	493019.84	470877.66
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	493019.84	470877.66
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Rs.	0.0000484808	0.0000551917
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	0.000013	0.000015
Energy intensity in terms of physical Output	Gigajoule (GJ)	205.34	213.16
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
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?	No		
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.			
3. Provide details of the following disclosures related to water, in the following format:			
Parameter	FY (2023-24)	PY (2022-23)	
Water withdrawal by source (in kilolitres)			
(i) Surface water	0.00	0.00	
(ii) Groundwater	357436.50	313812.50	
(iii) Third party water	0.00	0.00	
(iv) Seawater / desalinated water	0.00	0.00	

(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	357436.50	313812.50
Total volume of water consumption (in kilolitres)	357436.50	313812.50
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000351483	0.000036782
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00001	0.00001
Water intensity in terms of physical output	148.87	142.06
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes	
If yes, name of the external agency.	according to Notification S.O. 3289(E), the Ministry of Jal Shakti has issued guidelines to regulate groundwater extraction in India. Moreover, our Industry Unit 1 and Unit 3 undergo audits.	
4. Provide the following details related to water discharged:		
Parameter	FY (2023-24)	PY (2022-23)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	191933.00	181193.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	191933.00	181193.00
Total water discharged (in kilolitres)	191933.00	181193.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.		
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes	
If yes, provide details of its coverage and implementation.	all of Concord's facilities have Effluent Treatment Plants (ETPs) with the aim of Zero Liquid Discharge. Effluents and wastewater are discharged mainly from washes, utility blowdowns, toilets and canteens. The effluents generated are treated in state-of-the-art facilities. Effluent treats in ETP, RO, MEE, and ATFD after achieving norms are sent to reuse for gardening, utility and chemical preparation in ETP. Through our innovative practices, such as ZLD in effluent treatment, we have reduced 90% of the sludge volume in our dewatering system. Through this, we aim to play a crucial role in shaping a world with reduced environmental impact, ensuring a better tomorrow for generations to come. In addition to this, by implementing Concord's advanced treatment methods, we contribute to the improvement of water quality. Furthermore, our efforts lead to a reduction in chemical oxygen demand (COD) levels, reducing the freshwater requirement, which increases the availability of cleaner water for everyone.	
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		
Whether air emissions (other than GHG emissions) by the	Yes	

entity is applicable to the company?			
Parameter	Please specify unit	FY (2023-24)	PY (2022-23)
NOx	Kg/Year	4804.04	4194.72
SOx	Kg/Year	7617.50	5803.21
Particulate matter (PM)	Kg/Year	6302.76	4634.49
Persistent organic pollutants (POP)	Kg/Year	0.00	0.00
Volatile organic compounds (VOC)	Kg/Year	0.00	0.00
Hazardous air pollutants (HAP)	Kg/Year	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes		
If yes, name of the external agency.	independent assessment has been carried out by NABL approved an external agency, Excel Envirotech.		
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	Yes		
Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	14340.18	13460.58
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	42409.68	39507.90
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO2e / Rs.	0.0000055805	0.0000062084
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)	MtCO2e / Rs.	0.000002	0.000002
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO2e	23.64	23.98
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO2e	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?	Yes		
If Yes, then provide details.	<p>we have several initiatives in place to reduce our GHG emissions. • Switched to natural gas to produce steam, in place of using furnace oil, • Implemented energy efficient boilers to reduce fuel consumption. • Implementing measures to improve transportation efficiency can reduce emissions from vehicles and logistics operations. This may involve optimising delivery routes, promoting carpooling or public transportation for employees • Implementing sustainable manufacturing practices such as waste reduction, recycling, and using Agricultural material and petrochemicals can help lower GHG emissions associated with production processes • Conducted tree plantation drives on a regular basis to offset GHG emissions generated through the Company's facilities Some examples for energy efficient measures adopted by Concord include: • Installation of energy efficient centrifugal air compressors and water chillers • Implementation of LED lighting to replace fluorescent lamps • Installation of a waste steam recovery system • Installation of requirement-based insulation and smart thermostats • Upgrading HVAC systems, implementing energy management systems, upgrading windows, and incorporating energy-efficient design principles all contribute to lowering energy consumption and emissions in buildings</p>		

9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY (2023-24)	PY (2022-23)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	408.21	357.66
E-waste (B)	0.35	0.47
Bio-medical waste (C)	10.21	6.88
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	3362.68	3990.75
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4.53	3.56
Total (A+B + C + D + E + F + G + H)	3785.98	4359.32
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000003723	0.000000511
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000001	0.00000014
Waste intensity in terms of physical output	1.57	1.97
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
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	36.06	9.66
(ii) Re-used	373.25	346.43
(iii) Other recovery operations	0.00	0.00
Total	409.31	356.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	10.21	6.88
(ii) Landfilling	2283.71	2980.62
(iii) Other disposal operations	920.18	902.00
Total	3214.10	3889.50
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes	
If yes, name of the external agency.	The facilities undergo an annual audit in compliance with the Hon'ble High Court order dated 20th December 1996, for the Environmental Audit Scheme. The scheme was subsequently modified with significant changes outlined in Officer Order No. GPCB/EAS-C-28/301928 dated 23rd January 2015.	
10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	<ul style="list-style-type: none"> • Minimising the use of hazardous or toxic chemicals and raw materials compared to chemical synthesis, our API production process via fermentation results in less hazardous waste generation • Ensuring compliance with Indian environmental laws and regulations, such as the Environment Protection Act, 1986, Bio-Medical Waste Management Rules, 2016, and Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, is a priority for Concord • Seeking opportunities to promote circular resource use and reduce waste disposal in the communities where we operate is a key focus for the organisation. Concord is guided by the principles of reduce, reuse, and recycle as an API and formulations manufacturing Company. • Ensuring environmentally responsible waste management is a top priority for the organisation. Concord's waste management approach is governed by our EHS policy, which outlines detailed procedures for this purpose • Establishing standard operating procedures for handling various waste categories, including monitoring and control procedures for categorisation, segregation, minimisation, safe handling, transport, and disposal. The procedures ensure that waste is appropriately handled and can be sent to Treatment, Storage, and Disposal Facilities (TSDF), Common Hazardous Waste Incineration Facilities (CHWIF), or registered recycling centres • Monitoring waste generation and management, our monthly reports track and categorise the waste. They guarantee appropriate segregation, secure storage, and safe disposal through authorised waste handlers and recyclers, all in compliance with applicable regulations • Featuring physio-chemical, biological, and advanced treatment facilities, the organisation has invested in a comprehensive effluent treatment plant. This investment ensures the safe disposal of effluents released from processes. • Utilising the treated effluent for gardening purposes, it is discharged within the factory premises 	

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:				
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:				
Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
1	No. Concord's operations and offices are not situated in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, and coastal regulation zones, among others, where environmental approvals or clearances are necessary, as per the environment impact assessment study report.	NA	No	NA

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:						
Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:						
Sr. 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
1	Unit 1 Expansion Proposal No. SIA/GJ/IND2/165993/2020 Project category-5(f)-API-B2	EIA Notification 2006, SO 1223 E Dated 27.03.2020	01-06-2021	Yes	Yes	Unavailable
2	Unit 3 Expansion Proposal No. SIA/GJ/IND3/238883/2021 Project category-5(f)-API-B2	EIA Notification 2006, SO 1223 sE Dated 27.03.2020	05-04-2022	Yes	Yes	Unavailable

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

Leadership Indicators

1. 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:

Details For each facility / plant located in areas of water stress

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Yes
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If yes, name of the external agency. As per Notification S.O. 3289(E) from the Ministry of Jal Shakti, guidelines have been issued to manage and oversee groundwater extraction in India. The Company's facilities are situated in areas where water stress is not a concern.

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

Whether total Scope 3 emissions & its intensity is applicable to the company?	Yes
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Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	0.00	0.00
Total Scope 3 emissions per rupee of turnover	MtCO2e / Rs.	0.00	0.00
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO2e	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No
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If yes, name of the external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above,	NA
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provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.				
4. 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:				
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				
Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Zero liquid discharge	Concord's manufacturing facilities have ZLD where the treated effluents are recycled.	• Reduction in water footprints. • Judicious use of the available water resources.	NA
2	Use of energy efficient appliances	The Company's facilities use energy efficient LED lights, centrifugal air, compressor water chillers and motors.	• Reduction in electricity bills, thus reducing GHG emissions.	NA
5. Does the entity have a business continuity and disaster management plan?	Yes			
Details of entity at which business continuity and disaster management plan is placed or weblink.		Concord's disaster management plan encompasses preparedness for both natural calamities like earthquakes and floods as well as man-made incidents, such as bomb threats, with comprehensive mitigation strategies in place. Responsibility for implementing these measures is designated to the site controller, incident controller, central utility in charge, and shift engineer, ensuring a structured approach. In the event of a bomb threat, the site controller will activate control measures as outlined in the onsite emergency plan. Additionally, our Information Technology (IT) team has established a disaster recovery capability, enabling prompt restoration of critical systems and IT infrastructure during emergencies to minimise business disruption. Additionally, routine inspections are carried out across all of Concord's manufacturing facilities to anticipate any disruptions caused by faulty or malfunctioning systems. Our employees undergo regular training sessions to acquaint themselves with the established protocols in case of emergencies. We persistently strive to upgrade our systems to ensure business continuity. Furthermore, the Company has implemented enterprise resource planning to streamline material management, sales, and distribution processes for improved efficiency.		
6. 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.	During the reporting periods, no significant adverse environmental impact incidents occurred within the supply chain.			
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.				
Notes				

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.	5	
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		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Indian Drug Manufacturers Association	National
2	Confederation of Indian Industries	National
3	Gujarat Chamber of Commerce	State
4	Pharmaceuticals Export Promotion council of India	National
5	Federation of Indian Export Organisation	National
6		
7		
8		
9		
10		

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.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
1	NA	NA	NA

Leadership Indicators

Notes

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.

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

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
1	Unit 1 Expansion Proposal No. SIA/GJ/IND2/165993/2020 Project category-5(f)-API-B2	EIA Notification 2006, SO 1223 E Dated 27.03.2020	27-03-2020	Yes	Yes	No
2	Unit 3 Expansion Proposal No. SIA/GJ/IND3/238883/2021 Project category-5(f)-API-B2	EIA Notification 2006, SO 1223 sE Dated 27.03.2020	27-03-2020	Yes	Yes	No

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

Concord's Code of Conduct provides mechanisms to raise concerns regarding misconduct. This is accessible on the Company's website and outlines procedures for resolving grievances.

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

	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/ small producers	32.16%	33.63%
Sourced directly from within the district and neighbouring districts	60.26%	68.41%

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:

	FY (2023-24)	PY (2022-23)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	199110310.00	149401377.00
ii) Total Wage Cost	1230467422.00	1102785167.00
iii) % of Job creation in Rural areas	16.18%	13.55%
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Semi-Urban areas		
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1031357112.00	953383791.00
ii) Total Wage Cost	1230467422.00	1102785167.00
iii) % of Job creation in Urban areas	83.82%	86.45%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Metropolitan area		

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):

Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Sr. No.	Details of negative social impact identified	Corrective action taken
1	NA	NA

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

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

Sr.No.	State	Aspirational District	Amount spent (In INR)
1	NA	NA	0.00

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

No

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

NA

(c) What percentage of total procurement (by value) does it constitute?	0.00%
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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.

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

Sr.No.	Name of authority	Brief of the Case	Corrective action taken
1	NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Gyanjyot	6000	100.00%
2	3 STEM Learning Labs	500	100.00%
3	Scholarship Programme	100	100.00%
4	Mobile Medical Units – Implemented in 30 villages in Dholka, Valthera and Limbasi Region	35000	100.00%
5	Vision Centres	10000	100.00%
6	Morning Nutrition Programme – Incorporated in 10 Municipal Schools in Dholka	2500	100.00%
7	Sports Scholarship	1	100.00%

Notes	
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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.		Concord has implemented a robust Product Quality Management System to promptly address consumer complaints regarding product quality. Consumers can lodge complaints through various channels, including written, electronic, or oral communication via our landline number, e-mail at: sales@concordbiotech.com, or by post. The complaints may pertain to issues related to quality, identity, reliability, safety, and/or efficacy of a product post-distribution. Our policy is aligned with health authority guidelines and compliance requirements to ensure timely resolution of complaints and optimal customer satisfaction. Additionally, Concord's global pharmacovigilance policy, supported by a Product Safety Committee, underscores our commitment to patient safety.				
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		0.00%				
Safe and responsible usage		100.00%				
Recycling and/or safe disposal		0.00%				
3. Number of consumer complaints in respect of the following	FY (2023-24)		Remark	PY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				
Voluntary recalls	0	NA				
Forced recalls	0	NA				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?		Yes				
If available, provide a web-link of the policy		Not available on website				
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.		There have been no reported IT-related issues thus far.				
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact		0				
b. Percentage of data breaches involving personally identifiable information of customers		0.00%				
c. Impact, if any, of the data breaches		NA				

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).		https://www.concordbiotech.com/product-overview				
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services		Our products are accompanied by a label. It provides consumers with information regarding its composition, contents, recommended storage conditions, manufacturing date, expiration date, and safe usage instructions.				
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.		Concord manufactures Active Pharmaceutical Ingredients (APIs) and API intermediates, supplying them to customers for further manufacturing into finished drug products. While we do not directly serve end consumers, we prioritise transparent communication with our customers. The Company promptly informs them of any potential supply disruptions or discontinuations as per our agreements.				
4. Does the entity display product information on the product over and above what is mandated as per local laws?		Yes				
If yes, provide details in brief.		<ul style="list-style-type: none"> • Yes, product information including name, grade (USP/EP/BP/IP), batch number, manufacture date, retest date, quantity, manufacturing site address, license details and storage/handling instructions is displayed on the product label. Each label is signed and approved by the quality department • The Company conducts regular surveys to gauge customer satisfaction levels for all its products and services 				

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?		
Notes		