Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identification Number (CIN) of the Company	L24239TG1978PLC002276
2.	Name of the Listed Entity	Gland Pharma Limited
3.	Year of incorporation	1978
4.	Registered office address	Sy. No. 143-148, 150 & 151,Near Gandimaisamma 'X' Roads, D.P.Pally, Dundigal, Dundigal - Gandimaisamma(M), Medchal-Malkajgiri District, Hyderabad, Telangana – 500 043, India
5.	Corporate office address	Plot No.11 & 84, TSIIC, Phase-IV, Pashamylaram (V), Patancheru (M), Sangareddy District Hyderabad Telangana - 502 307, India
6.	E-mail	investors@glandpharma.com
7.	Telephone	+91-8455-699999
8.	Website	https://glandpharma.com/
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	₹ 164,756,423 (divided into 164,756,423 equity shares of ₹ 1 each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sampath Kumar Pallerlamudi, Company Secretary and Compliance Officer Email: investors@glandpharma.com Tel: +91 8455699999 | Ext: 1194
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).	All disclosures in this BRSR Report are on Standalone basis, unless otherwise mentioned
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable Level of Assurance

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Pharmaceuticals.	Pharmaceutical research and development, manufacturing, and marketing of complex injectables.	100%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Development, manufacturing and sale of Generic Formulations	21009	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	1#	7
International	4	3	7

#includes Corporate and R&D Office

Note: The International offices and Plants mentioned above belong to the subsidiaries of the Company.

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	60

b. What is the contribution of exports as a percentage of the total turnover of the Company? – 88.44%

c. A brief on types of customers

The Company specializes in sterile injectables, Oncology, and Ophthalmics with a specific focus on complex injectables, NCE-1s (New Chemical Entities), First-to-File products, and 505(b)(2) filings. The Company functions primarily on a business-to-business (B2B) model and has a proven track record in pharmaceutical research and development, manufacturing, and marketing of complex injectables.

IV. Employees

20. Details as at the end of Financial Year, i.e. March 31, 2026:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			EMPLOYEES			
1.	Permanent (D)	4,295	3,764	88%	531	12%
2.	Other than Permanent (E)	0	0	Nil	0	Nil
3.	**Total employees (D+E)**	**4,295**	**3,764**	**88%**	**531**	**12%**
			WORKERS			
4.	Permanent (F)	37	21	57%	16	43%
5.	Other than Permanent (G)	0	0	Nil	0	Nil
6.	**Total workers (F+G)**	**37**	**21**	**57%**	**16**	**43%**

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	0	0	Nil	0	Nil
2.	Other than Permanent (E)	0	0	Nil	0	Nil
3.	**Total differently abled employees (D+E)**	**0**	**0**	**Nil**	**0**	**Nil**
			DIFFERENTLY ABLED WORKERS			
4.	Permanent (F)	0	0	Nil	0	Nil
5.	Other than Permanent (G)	0	0	Nil	0	Nil
6.	**Total differently abled workers (F+G)**	**0**	**0**	**Nil**	**0**	**Nil**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	4	0	0%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2026			FY2025			FY2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	15%	14%	15%	14%	14%	23%	23%	23%
Permanent Workers	0%	6%	3%	5%	0%	3%	4%	0%	3%

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Fosun Pharma Industrial Pte. Ltd	Holding Company	51.83%	No
2	Gland Pharma International Pte Ltd	Wholly owned Subsidiary	100%	No
3	Gland Pharma USA Inc.	Wholly owned Step-down subsidiary	100%	No
4	Phixen SAS and its subsidiaries (Cenexi Group)#	Wholly owned Step-down subsidiary	100%*	No

 # The wholly owned subsidiaries of Phixen SAS are as under:

1. Cenexi SAS

2. Cenexi HSC SAS

3. Cenexi Laboratories Thissen SA

4. Phineximmo SA

**100% stake in Phixen SAS is held by Gland Pharma International Pte. Ltd consequent to the merger of Manxen SAS, Manxen 2 SAS and Manxen 3 SAS (wholly-owned subsidiaries) into Phixen SAS effective January 01, 2025*

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹): 45,520.92 Mn

(iii) Net worth (in ₹): 1,08,100.33 Mn

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY2026			FY2025		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company has CSR policy in place and capture the grievance while conducting various CSR activities. Weblink: https://glandpharma.com/images/Corporate_Social_Responsibility_Policy.pdf	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	Yes For any grievance write to us at investors@glandpharma.com	NIL	NIL	NA	NIL	NIL	NA
Shareholders	Yes. The Board of Directors have constituted the Stakeholders Relationship and Share Transfer Committee to redress the complaints/grievances of the shareholders. Weblink: https://scores.sebi.gov.in/scores-home	1	NIL	Only one complaint has been received from a Shareholder towards non-receipt of final dividend for FY24 and the same has been resolved within stipulated timelines.	NIL	NIL	NA
Employees and workers	Yes https://glandpharma.com/images/Whistle_blower_policy-amended-20.05.2025.pdf	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes https://glandpharma.com/contact-us	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	Yes	NIL	NIL	NA	NIL	NIL	NA
Others (please specify)	NIL	NIL	NIL	NIL	NIL	NIL	NA

26. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational health and safety	R	The Company acknowledges that its success is closely tied to the satisfaction and well-being of its employees, encompassing both their physical and mental health. It strives to create a supportive and nurturing environment that promotes employee satisfaction, taking into account their physical and mental well-being as integral components of a thriving workplace	The Company has implemented an occupational health and safety management system that aligns with the ISO 45001 standard. Moreover, the Company has implemented a Hazard Identification and Risk Assessment (HIRA), SOP GSE024, which facilitates the conduct of risk assessments. The company has also established a Near Miss/ Incident Reporting System, through SOP: GSE013. That enables the company to effectively manage and document near misses and incidents.	Negative
2	Community engagement	O	The Company places significant importance on engaging with the communities in which it operates, aiming to build trust and foster harmony. By engaging with the local communities, the Company aims to contribute positively, address their concerns, and promote mutual understanding and cooperation.		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Regulatory Compliance	R	The Company's business can be influenced by frequent and intricate regulatory changes.	The Company stays updated on amendments to rules, regulations, and laws by actively monitoring information provided by various government, industrial, and trade bodies. This ensures that the Company remains informed about any changes that may affect its operations and enables it to maintain compliance with the evolving regulatory landscape.	Negative
4	Promoting Diversity	O	The Company recognizes the importance of fostering a diverse and inclusive workforce at all levels of the Company. It is committed to cultivating a culture, implementing hiring practices, and promoting policies that embrace representation from diverse backgrounds.		Positive
5	Cultural Integration	O	The Company on its way to achieving its vision emphasizes the importance of cultural integration across all of its subsidiaries spanning around the globe for smooth facilitation of services across the globe.		Positive
6	ESG Factors	R	The Company has set the targets and is in the process of achieving the same with dedicated timelines to be on par with the consistently increasing ESG demands from various stakeholders as well as the Regulatory Authorities	Constant monitoring and upgradation with respect to ESG laws and requirements across all the departments of the Company and introducing various third party surveys and accreditations from time to time.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	https://glandpharma.com/investors/corporate-governance#governance-policies								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	ISO 45001:2018 ISO 14001:2015 ISO 9001 : 2015 WHO GMP certificates								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company is committed to achieving its goals and targets through diligent planning, strategic decision-making, and continuous improvement. The Company's commitment extends to delivering exceptional products, fostering innovation, ensuring customer satisfaction, and adhering to the highest standards of quality and compliance.								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Not Applicable								

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)

Gland Pharma is firmly committed to sustainability and recognizes its responsibility to the environment, society, and future generations. In response to community concerns regarding environmental, health, and safety (EHS) matters, the Company has proactively implemented a range of measures to address these issues within its operations.

To effectively manage Bio-Medical Waste, Gland Pharma has devised and implemented robust strategies for the treatment and recycling of wastewater. The Company regularly screens and upgrades its effluent and sewage treatment Plants at their manufacturing Facilities, ensuring proper and responsible wastewater management.

Demonstrating a strong dedication to sustainable water usage, the Company has undertaken significant improvements to its raw water underground storage tank, resulting in a notable reduction in overall water consumption.

By continually enhancing the water quality sampling process, Gland Pharma has achieved even more significant reductions in water usage.

Aligned with their unwavering commitment to environmental sustainability, the Company has successfully transitioned to cleaner fuels at their manufacturing Facilities. By replacing furnace oil with piped natural gas (PNG) as boiler fuel at all its Facilities, Gland Pharma has significantly reduced stack emissions and lowered CO2 output.

These proactive measures exemplify Gland Pharma's approach to addressing community concerns and their persistent dedication to environmental stewardship. By prioritizing EHS measures and embracing sustainable practices, the Company aims to make a positive and lasting contribution to the well-being of the communities in which it operates while minimizing its ecological impact.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Srinivas Sadu Executive Chairman DIN No.: 06900659								
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The company has its dedicated CSR committee. The CSR Committee currently comprises of two Non Executive Directors and One Executive Director. Mr. Srinivas Sadu, Executive Chairman of the Company is also the Chairman of the Committee. The composition of the Committee meets the requirements of the Companies Act, 2013.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Annually								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No								

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 Principle material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors including Key Managerial Personnel	6	Business, Regulations, Code of Business Conduct and Ethics, Economy and Environmental, Social and Governance parameters, key Regulatory changes, Risks, Compliances, and Legal cases.	100%
Employees other than Board of Directors and KMPs and Workers	2371	The employees/ workers of the Company undergo various training programmes throughout the year. Many training programmes followed a blended learning approach which entailed virtual classroom initiatives, along with dissemination of e-learning modules. Various trainings were undertaken during the year such as Prohibition of Insider Trading, Prevention of Sexual Harassment at the Workplace, Information and Cyber Security Awareness, Code of Conduct, Know Your Customer guidelines, and ESG. Other trainings include induction programmes for new recruits, leadership training, digitalisation and cyber security and modules on soft skills, programmes on mental and physical well-being, among several others	80%*

*__Note:__ *some employees/workers have attended more than one training programme and hence the percentage of the employees/workers covered by the awareness programme may not be accurate.*

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

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

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

The Company has a robust and comprehensive anti-corruption and anti-bribery policy in place to ensure ethical business practices and maintain the highest standards of integrity across all its operations.

Link of Anti-bribery Policy: https://glandpharma.com/images/GP_01_Anti_Bribery&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:

	FY2026	FY2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY2026		FY2025	
	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 conflict of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY2026	FY2025
Number of days of accounts payable	67	56

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

9. Openness of Business

Parameter	Metrics		FY 2025-26	FY 2024-25
Concentration of purchases	a)	Purchases from trading houses as % of total purchases	18%	13%
	b)	Number of trading houses where purchases are made from	69	58
	c)	Purchases from top 10 trading houses as % of total purchases from trading houses	88.50%	92%
Concentration of Sales	a)	Sales to dealers / distributors as % of total sales	1.27%	1.14%
	b)	Number of dealers / distributors to whom sales are made	355	335
	c)	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	32%	27%
Share of RPTs in	a)	Purchases (Purchases with related parties / Total Purchases)	5.69%	5.43%
	b)	Sales (Sales to related parties / Total Sales)	8.76%	9.54%
	c)	Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d)	Investments (Investments in related parties / Total Investments made)	100%	100%

Notes:

i. With respect to Concentration of Sales; only B2C Sales (excluding Sales relating to Nepal) have been considered.

ii. Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

PRINCIPLE 2: BUSINESS 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 products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY2026	Details of improvements in environmental and social impacts	FY2025	Details of improvements in environmental and social impacts
R&D	NIL		NIL	
Capex	2.15%	Effluent (Cyto/Non-Cyto) collection Facility modified in Unit II and VSEZ Facilities	0.35%	Effluent storage tank capacity enhancement, Secondary containment pits, Battery Trolley, Effluent segregation, and New RO plant etc.
			3.65%	Solar roof top projects installations

Note: The company considers Rolling Budget

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

The Company demonstrates unwavering dedication to improve its operations by implementing a range of support measures. Regular vendor audits are conducted, and the adoption of internationally recognized management practices, such as ISO 9001, ISO 14001, ISO 45001, and the Company's Environment, Health, and Safety (EHS) Guidelines, is promoted.

In line with its commitment to sustainability, the Company actively encourages the practice of local sourcing for materials, striving to minimize its carbon footprint whenever possible, unless specific regulatory requirements mandate otherwise.

Sustainable sourcing practices are prioritized, ensuring responsible procurement that considers environmental and social impacts.

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

The Company sources most of the materials in terms of volume from the local vendors including small and medium enterprises, even though the percentage in value is less compared to the high valued (but less volume) imported materials. The Company is committed to reduce the carbon footprint in sourcing the materials to the maximum possible extent.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company is committed to responsible and sustainable manufacturing practices, fostering a positive impact on the environment. It ensures that packing waste is sent exclusively to approved scrap vendors, while e-waste is responsibly directed to authorized recyclers. Furthermore, the Company takes appropriate measures to send hazardous waste to Treatment, Storage, and Disposal Facilities (TSDFs) that are approved by State Pollution Control Boards.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes. Actions are implemented to minimize the amount of plastic waste generated and ensure that the waste is recycled, reused or disposed off to environment in friendly manner. For the purpose of implementation, we have engaged with authorized recyclers.

PRINCIPLE 3: BUSINESS SHOULD RESPECT AND PROMOTE THE WELLBEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1. a. **Details of measures for the wellbeing of employees:**

Category	Total (A)	Health insurance# Number (B)	Health insurance# % (B/A)	Accident insurance Number (C)	Accident insurance % (C/A)	Maternity benefits Number (D)	Maternity benefits % (D/A)	Paternity benefits Number (E)	Paternity benefits % (E/A)	Day Care facilities* Number (F)	Day Care facilities* % (F/A)
Permanent employees											
Male	3764	3346	89%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	531	476	90%	Nil	Nil	476	90%	Nil	Nil	Nil	Nil
Total	**4295**	**3822**	**89%**	**Nil**	**Nil**	**476**	**11%**	**Nil**	**Nil**	**Nil**	**Nil**
$ Other than Permanent employees											
Male											
Female	Not Applicable										
Total											

 # Every employee of the Company is covered either under Health Insurance or under Employee State Insurance (ESI). The figures mentioned above are not covered under ESI and hence covered under separate Health Insurance. Remaining employees are covered by ESI.

$The Company does not have any employees other than Permanent Employees

** Day Care facility is available in the Company, but no employee has utilised the facility during the Current period*

b. **Details of measures for the wellbeing of workers:**

Category	Total (A)	Health insurance Number (B)	Health insurance % (B/A)	Accident insurance Number (C)	Accident insurance % (C/A)	Maternity benefits Number (D)	Maternity benefits % (D/A)	Paternity benefits Number (E)	Paternity benefits % (E/A)	Day Care facilities* Number (F)	Day Care facilities* % (F/A)
Permanent Workers											
Male	21	21	100%	Nil	Nil	NA	NA	Nil	Nil	-	-
Female	16	16	100%	Nil	Nil	16	100%	NA	NA	-	-
Total	37	37	100%	Nil	Nil	16	43%	Nil	Nil	-	-
$ Other than Permanent Workers.											
Male											
Female	Not Applicable										
Total											

$ The Company avails the services of the Contractors to provide workmen, who are other than permanent workers. As they change frequently, it is difficult to maintain the data of those employees. However, all the Contract workmen (other than permanent workers) are also covered under Employee State Insurance.

** Day Care facility is available in the Company, but no worker has utilised the facility during the Current period*

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent):**

	FY 2026	FY 2025
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.16%	0.53%

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

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

Benefits	FY2026			FY2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A	100%	100%	N.A
ESI*	11%	100%	-	8%	100%	-
Others- please specify	-	-	NA	-	-	NA

**Balance % of the employees in the respective financial years who are not covered under ESI are covered under Health Insurance.*

3. Accessibility of workplaces

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

Yes. The offices are equipped with elevators and inclusive infrastructure, ensuring accessibility for differently-abled employees and workers. This commitment to creating an inclusive environment enables everyone to navigate the workspace with ease and dignity.

4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.: Yes – The Company, as an Equal Opportunity Employer, is firmly committed to a policy of equal employment opportunity extending to all applicants and employees. It strictly prohibits any form of discrimination on any basis unless prohibited by law including race, color, creed, sex (including gender harassment and harassment based on pregnancy, childbirth, or related medical condition), religion, marital status, age, national origin or ancestry, differently abled, medical condition, sexual orientation, veteran status, or any other category protected by applicable laws, subject to law of land. The Company is committed to provide equal employment opportunities at every stage in the whole gamut of employment or employee lifecycle. The Policy is available on the website of the Company at https://glandpharma.com/images/GP_02_Equal_Employment_Opportunity_Policy.pdf

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

	Permanent Employees		Permanent Workers*	
Gender	**Return to work rate**	**Retention Rate**	**Return to work rate**	**Retention Rate**
Male	NA	NA	NA	NA
Female	38%	100%	NA	NA
Total	38%	100%	NA	NA

**None of the permanent workers utilised Parental (Maternity) leave during the reporting period.*

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes*
Other than permanent workers	
Permanent employees	
Other than permanent employees	

**The Company has a well-established Grievance Redressal Policy to ensure that employee concerns and grievances are handled promptly and fairly. The Grievance Redressal Committee comprises key members, including the Compliance Head, QC AGM, Head-Operations, Plant Head, AGM-HR & Administration, R&D Head and other employees.*

Employees can raise their grievances by writing to the Grievance Committee, and upon receipt, the concerned manager or HR will acknowledge the matter within a maximum of five working days. The Committee conducts a thorough and impartial enquiry into the grievance to ensure a fair resolution. All efforts are made to redress the grievance in a timely manner, promoting transparency and trust within the Company.

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

Category	FY2026			FY2025		
	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	**4295**	**0**	**0%**	**4313**	**0**	**0%**
-Male	3764	0	0%	3769	0	0%
-Female	531	0	0%	544	0	0%
Total Permanent Workers	**37**	**37**	**100%**	**38**	**38**	**100%**
-Male	21	21	100%	21	21	100%
-Female	16	16	100%	17	17	100%

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

Category	FY2026					FY2025				
	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	3764	3738	99%	-	-	3769	3661	97%	-	-
Female	531	506	95%	-	-	544	520	96%	-	-
Total	4295	4244	99%	-	-	4313	4181	97%	-	-
Workers										
Male	21	21	100%	-	-	21	21	100%	-	-
Female	16	16	100%	-	-	17	17	100%	-	-
Total	37	37	100%	-	-	38	38	100%	-	-

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

Category	FY2026			FY2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3764	3764	100%	3769	3769	100%
Female	531	531	100%	544	544	100%
Total	**4295**	**4295**	**100%**	**4313**	**4313**	**100%**
Workers						
Male	21	21	100%	21	21	100%
Female	16	16	100%	17	17	100%
Total	**37**	**37**	**100%**	**38**	**38**	**100%**

10. **Health and safety management system:**

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

The Company places utmost importance on the safety and well-being of its employees and acknowledges the significance of identifying work-related hazards. To achieve this objective, the Company has implemented a robust occupational health and safety management system in alignment with the ISO 45001 standard. This comprehensive system empowers the Company to proactively manage occupational health and safety risks, ensuring a safe and secure working environment for all its employees.

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

The Company has taken proactive measures to ensure workplace safety by implementing a Hazard Identification and Risk Assessment (HIRA) procedure, detailed in SOP GSE024. Through this systematic approach, the Company can effectively identify potential hazards and thoroughly assess the risks associated with them. By conducting these risk assessments, the Company not only enhances workplace safety but also empowers employees to take necessary precautions and implement preventive measures.

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

The Company has implemented a robust Near Miss/Incident Reporting System, governed by SOP: GSE013. This systematic approach empowers the Company to efficiently manage and meticulously document any near misses or incidents that occur. The procedure encourages all employees to promptly report any near misses or incidents they encounter, fostering a safety-first culture and proactive risk mitigation mindset. By embracing this reporting system, the Company demonstrates its unwavering commitment to ensuring the well-being and safety of its workforce.

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

The Company prioritizes the health and well-being of its employees and ensures comprehensive medical support through Occupational Health Centres (OHCs) at its factory locations. Each OHC is staffed with qualified medical practitioners, providing accessible healthcare services to all employees and workers. Additionally, the employees are covered under the Company's Medical Insurance and Employee State Insurance (ESI), enabling them to avail medical facilities at various partnered hospitals as per their specific requirements.

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

Safety Incident /Number	Category	FY2026	FY2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

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

The Company demonstrates an unwavering commitment to prioritizing the health and safety of its employees and workers. The Company has implemented Environmental, Health, and Safety (EHS) policy which serves as a comprehensive framework for managing risks and promoting a safe working environment. Additionally, the Company has obtained ISO 45001 certification, an internationally recognized standard for occupational health and safety management systems.

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

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

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

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.

The Company is committed to maintaining a safe and secure work environment for all. Whenever a safety-related incident occurs, the Company promptly conducts thorough investigations to identify the cause. This analysis helps in understanding the areas that require improvement and allows for targeted corrective actions to prevent similar incidents in the future.

PRINCIPLE 4: BUSINESS 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 Company.**
The Company has established company-wide processes to encourage open and constructive dialogue with its stakeholders regularly. Participating in such communication enhances the Company's understanding of pertinent issues and assists in identifying the attributes of stakeholders that make them valuable. The Company makes continual efforts to understand their requirements, expectations, and interests to create value for the business. The Company's stakeholder engagement strategy is focused on two-way communication to receive varying perspectives and apply them to the business.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	**Channels of communication** (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	**Frequency of engagement** (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies and Government	No	Annual and Quarterly Compliance reports, Financial and statutory audits at regular intervals Website and newsletters	Quarterly	Engagement with regulatory bodies is essential for organizations to comply with regulations, manage risks effectively, advocate for favorable policies, and maintain transparency and accountability in their operations
B2B (Pharma companies, Marketing partners	No	Regular visits and meetings and Customer satisfaction surveys	Continuous	Engagement with pharmaceutical companies and marketing partners is a strategic collaboration with the purpose of expanding market reach, leveraging specialized expertise and resources, ensuring compliance, and fostering mutual business growth
B2C (Hospitals, Distributors & Government facilities)	No	Regular visits and meetings, Customer satisfaction surveys, Competitive pricing, Toll free number	Continuous	Engagement with hospitals, distributors, and government facilities serve the purpose of enhancing supply chain efficiency, improving access to healthcare products and services, ensuring regulatory compliance and quality assurance, and optimizing costs

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	**Channels of communication** (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	**Frequency of engagement** (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Business Partners (C&F Agents, Vendors, Suppliers, Bankers)	No	Structured meetings, Supplier audits and visits	Continuous	Engagement with business partners is about creating synergies by expanding market reach, sharing risks and resources, and fostering innovation through co-creation
Investors and Promoters (Domestic and International)	No	Annual reports, Online updates, Investor meetings, Press conferences, Annual general meetings, Analyst meets	Annually	Engagement with investors and promoters revolves around capital infusion and growth, alignment of interests and governance, leveraging strategic guidance and expertise, and planning of financial strategy
Employees (Permanent and Contractual)	No	Internal talent review, Regular updates through internal communication and email Ongoing training and development programmes	Continuous	Engagement with employees focus on enhancing employee motivation and productivity, creating a positive work culture, retaining talent, and promoting continuous improvement through feedback.
Communities	Yes	Regular interaction through CSR programmes, Partnership with NGOs to provide support, Other initiatives to reduce environmental footprint	Continuous	Engagement with communities helps in building trust and reputation, fostering stakeholder collaboration, and ensuring long-term business sustainability

PRINCIPLE 5: BUSINESS 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:**

While the Company has not conducted specific training on human rights, it prioritizes employee well-being and compliance with ethical principles. During the induction training, employees receive comprehensive training on important topics such as the Company's Code of Conduct, which emphasizes the importance of respecting and upholding human rights in the workplace and beyond.

The Company remains committed to fostering a culture of respect, inclusivity, and human rights awareness throughout.

Category	FY2026			FY2025		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	4295	4295	100%	4313	4313	100%
Other than Permanent	-	-	-	-	-	-
Total Employees	**4295**	**4295**	**100%**	**4313**	**4313**	**100%**
Workers						
Permanent	37	37	100%	38	38	100%
Other than Permanent	-	-	-	-	-	-
Total Workers	**37**	**37**	**100%**	**38**	**38**	**100%**

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

Category	FY2026					FY2025				
	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	4295	0	0	4295	100%	4313	0	0	4313	100%
Male	3764	0	0	3764	100%	3769	0	0	3769	100%
Female	531	0	0	531	100%	544	0	0	544	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	37	0	0	37	100%	38	0	0	38	100%
Male	21	0	0	21	100%	21	0	0	21	100%
Female	16	0	0	16	100%	17	0	0	17	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Mn)	Number	Median remuneration/ salary/wages of respective category (₹ in Mn)
Board of Directors (BoD)#	5	3.7	2	5.35
Key Managerial Personnel (KMP)*	4	81.22	-	-
Employees other than BoD and KMP	3759	0.61	532	0.55
Workers	21	1.17	16	1.02

** The details of Mr. Srinivas Sadu, Executive Chairman are not included in the Board of Directors, but it is included in KMP.*

#Two male directors and one female director did not receive any remuneration as they are Non-Executive and Non- Independent Directors. However, they are still considered for obtaining the Median remuneration

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

	FY2026	FY2025
Gross wages paid to females as % of total wages	8.36%	11.02%

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

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

The Company has taken proactive steps to ensure a fair and supportive work environment by constituting an Employee Grievance Redressal Committee. This Committee is dedicated to address all types of workplace grievances, encompassing concerns related to pay, rights, privileges, and other employment-related matters, with the exception of Sexual Harassment issues. A separate Internal Complaints Committee has been established to handle sexual harassment complaints. Both the Grievance Redressal Committee and the Internal Complaints Committee serve as crucial focal points for addressing human rights issues that may arise or be contributed to by the business.

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

The Company has established an Employee Grievance Redressal Committee to address any concerns raised by employees. Any employee of the Company has the right to bring forth an issue before the Committee. Upon receiving a grievance, the Committee conducts a thorough verification of the facts and initiates a fair and impartial inquiry into the matter. All parties involved are given a proper opportunity to present their perspective and be heard during the process. Based on the findings and after careful consideration, the Committee takes a well-informed decision to redress the grievance, ensuring transparency, fairness, and prompt resolution of issues.

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

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	NA	3	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

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

	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	3
Complaints on POSH as a % of female employees / workers	0.36%	0.54%
Complaints on POSH upheld	2	3

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**
The Company is committed to cultivating a work environment that promotes fairness, respect, and equality for all employees. In line with this steadfast commitment, the Company has proactively implemented a robust whistle-blower policy to effectively address any grievances related to discrimination and harassment in the workplace. This policy serves as a crucial mechanism to encourage employees to come forward and report any instances of discrimination or harassment without fear of reprisal. By fostering an open and supportive culture, the Company strives to ensure the well-being and dignity of every individual, reinforcing its dedication to maintaining a safe and inclusive workplace for all.

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

10. **Assessment for the year:**

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	NIL

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.** Not Applicable

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

Essential Indicators

The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered is 20.34 for FY 25-26 and 20.66 for FY 24-25.

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

Parameter – in units (MJ)	FY2026	FY2025
From Renewable Sources		
Total electricity consumption (A)	1,45,88,664.48	1,21,33,931.5
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	4,02,65,005.26	45,79,920.7
Total energy consumption from renewable sources (A+B+C)	**5,48,53,669.7**	**1,67,13,852.2**
From Non-Renewable Sources		
Total electricity consumption (D)	23,56,69,640.40	29,53,99,742.4
Total Fuel Consumption (E)	24,59,61,132.97	17,25,831.2
Energy consumption through other sources (F)	5,74,07,185.14	3,04,29,344.8
Total energy consumption from non-renewable sources (D+E+F)	**53,90,37,958.51**	**32,75,54,918.4**
Total Energy consumed (A+B+C+D+E+F)	**59,38,91,628.25**	**34,42,68,770.6**
Energy intensity per rupee of turnover *(Total energy consumed/ Revenue from Operations in Millions)*	13,046.56	8,363.86
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total energy consumed / Total Revenue from Operations adjusted for PPP in Million USD)*	2,65,367.10	1,72,797.26
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

Note: Percentage of energy consumed from renewable sources - 9.236%

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited.

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

No, the Company doesn't fall under PAT scheme.

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

Parameter	FY2026	FY2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	40,214.80	12,494
(iii) Third party water	5,20,114.46	5,12,216
(iv) Seawater / desalinated water	0	0
(v) Others	3983.40	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**5,64,312.66**	**5,24,710**
Total volume of water consumption (in kilolitres)	**5,13,659.48**	**5,24,710**
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations in Millions)	11.28	12.75

Parameter	FY2026	FY2025
Water withdrawal by source (in kilolitres)		
Water intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total Water consumption / Total Revenue from Operations adjusted for PPP in Million USD)	229.52	263.37
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Water consumption is equal to water withdrawal less water discharged.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited.

4. Provide the details related to water discharged:

Parameter	FY2026	FY2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – Please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – Please specify level of treatment	-	-
(iv) Sent to third parties	50,653.18	53,133
No treatment	-	-
With treatment – Please specify level of treatment	50,653.18	53,133
(V) Others	-	-
No treatment	-	-
With treatment – Please specify level of treatment	-	-
Total Water Discharged (in kilolitres)	**50,653.18**	**53,133**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited.

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

Yes, the Company has implemented effective wastewater management systems across all manufacturing locations.

All facilities are equipped with dedicated Effluent Treatment Plants (ETPs). The Pashamylaram Facility operates a Zero Liquid Discharge (ZLD) system with complete water recovery and reuse. Other sites reuse treated effluent within the facility and RO rejects are disposed of through authorized Central Effluent Treatment Plants (CETPs) in compliance with statutory norms.

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

Parameter	Please specify Unit	FY2026	Please specify Unit	FY2025
NOx	Kg/Year	36,054.16	mg\Nm3	49.8
SOx	Kg/Year	31,298.10	mg\Nm3	38.2
Particulate matter (PM)	Kg/Year	25,003.43	mg\Nm3	40.8
Persistent organic pollutants (POP)	NA	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA

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

Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited and further the company does Environmental monitoring monthly through external NABL approved laboratory.

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY2026	FY2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	29,428.09	13,920
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available - location based)	Metric tonnes of CO_2 equivalent	65,742.42	80,824
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available - market based)	Metric tonnes of CO_2 equivalent	57,801.26	
Total Scope 1 and Scope 2 emissions per rupee of turnover - market based (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in Millions)		**1.92**	**2.30**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP)- market based (Total Scope 1 and Scope 2 GHG emissions / Total Revenue from Operations adjusted for PPP in Million USD)		**38.98**	**47.55**
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited.

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

The Company is committed to prioritizing sustainability and taking concrete actions to reduce greenhouse gas emissions. One of the key initiatives undertaken in this pursuit is the implementation of a solar power project. Recognizing the environmental impact of traditional energy sources, the Company is dedicated to embracing renewable energy solutions. By investing in solar power, the Company aims to make significant strides in reducing its carbon footprint and promoting a cleaner, more sustainable future.

9. Provide details related to waste management by the Company, in the following format:

Parameter	FY2026	FY2025
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.40	2.50
E-waste (B)	0.51	0.19
Bio-medical waste (C)	110.28	101.74
Construction and demolition waste (D)	0	0
Battery waste (E)	8.64	8.61
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (G)	2087.62	1099.23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	999.33	764.39
Total (A+B + C + D + E + F + G + H)	**3223.79**	**1976.66**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in Millions)	0.07	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Total Revenue from Operations adjusted for PPP in Million USD)	1.44	0.99

Parameter	FY2026	FY2025
Waste intensity in terms of physical output		-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1013.36	846.80
(ii) Re-used	1956.49	899.67
(iii) Other recovery operations	0.0	0.0
Total	**2969.85**	**1746.47**
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	146.73	192.48
(ii) Landfilling	103.52	102.51
(iii) Other disposal operations	0.0	
Total	**250.25**	**294.99**

25-26 - Other Hazardous waste in MT (Spent solvent: 1919.45, ETP sludge: 15.72, STP sludge: 57.66, Inorganic waste: 20.58, Used PPE: 21.65, Expired chemicals: 4.77, Waste oil: 4.93, Evaporation Salts: 3.48, Spent carbon: 4.53, Organic residue: 0.29, Spent discarded resins: 1.40, Detoxified containers/drum liners: 7.77, HDPE carboys: 2.27 & Crushed vials: 23.14): **2087.62** and **other Non-Hazardous waste in MT** (Packing waste: 572.76, crushed glass waste: 370.19, Metal waste: 52.92, Wood waste: 3.46): **999.33.**

24-25 - Other Hazardous waste in MT (Spent solvent, Inorganic waste, Used PPE& ETP and STP sludge): **1099.23** and **other Non-Hazardous waste in MT** (Packing waste & crushed glass waste) : **764.39**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, The Company has obtained independent reasonable assurance on a standalone basis from DNV Business Assurance India Private Limited.

10. Briefly describe the waste management practices adopted in your establishment. 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.

The Company disposes all hazardous waste through authorized TSDF facilities using the SPCB online manifest system, with daily records maintained.

Waste reduction is achieved through process optimization and use of less hazardous chemicals, with proper segregation, handling, and disposal in compliance with regulatory requirements.

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:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No operations or offices in such areas			

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

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is compliant with all applicable environmental laws and regulations in India. No complaints or non-compliances have been reported.				

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. 6

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Pharmaceutical Export Promotion Council (PHARMEXCIL)	National
2.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Bulk Drug Manufacturers Association of India (BDMA)	National
5.	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
6.	Federation of Andhra Pradesh Chambers of Commerce and Industry (FAPCCI)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities. – Not Applicable

Name of the authority	Brief of the case	Corrective action taken

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

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

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format: Not Applicable

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
Not Applicable						

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

   Any grievance can be addressed to the company representatives at every Plant and Unit of the Company and alternatively it can also be communicated to the Company at the e-mail id provided by the Company i.e., investors@glandpharma.com

   Also, through its diverse range of CSR activities, the Company not only fosters community engagement but also implements an efficient grievance mechanism. This mechanism enables the Company to proactively capture and address any grievances raised by community members, ensuring that their concerns are attentively heard and promptly resolved.

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

	FY2026	FY2025
Directly sourced from MSMEs/small producers	16.92%	3.15%
Directly from within India	33.04%	27.73%

   Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

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

Location	FY2026	FY2025
Rural	53.05	49.45
Semi-Urban	NIL	NIL
Urban	38.33	41.14
Metropolitan	8.62	9.40

   (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

   Note:

   i. Classification is based on the RBI Guidelines and Census 2011

   ii. Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

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.**

   By adhering to industry best practices, the Company consistently and diligently follows a well-structured and customer focused Standard Operating Procedure (SOP). This proactive approach enables the Company to address complaints efficiently, demonstrating its dedication to delivering excellent customer satisfaction. To facilitate seamless communication with customers, the Company has established mechanisms to receive and respond to consumer complaints and feedback. Customers can provide their valuable feedback through the dedicated portal at https://glandpharma.com/contact-us.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	The Company is in compliance with the applicable and relevant laws and regulations of the countries, in which the Company operates with respect to disclosure of information on environmental and social parameters relevant to the products

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

	FY2026			FY2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy Advertising Cyber- security Delivery of essential services Delivery of essential services Restrictive Trade Practices Unfair Trade Practices Other	NIL	NIL	NA	NIL	NIL	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

The Company's commitment to cyber security and data privacy is evident through its well-defined policy accessible on the intranet. This framework helps the Company to adhere to best practices, ensuring data protection and fortifying the Company's defences against cyber threats.

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

No such instances recorded.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - NIL

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

c. Impact, if any, of the data breaches - NIL

Note: Reasonable assurance has been carried out by DNV Business Assurance India Private Limited on the above indicators

INDEPENDENT ASSURANCE STATEMENT

to the Management of Gland Pharma Limited

Gland Pharma Limited (Corporate Identity Number L24239TG1978PLC002276, hereafter referred to as 'Gland Pharma' or 'the Company') commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') for Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).

Our Conclusion:

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' – Reasonable level of assurance for FY 2025-26.

Boundary covers the performance of Gland Pharma operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of Gland Pharma across all locations in India covering six manufacturing units and one office (includes corporate office and R&D office).

Reporting Criteria and Standards

The disclosures have been prepared by Gland Pharma in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustainTM protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustainTM Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustainTM protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures wrt. Greenhouse gases.

Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019-Conformity Assessment – General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised rigorous professional judgment and maintained a high level of professional skepticism to ensure the integrity and reliability of our conclusions.

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Gland Pharma. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used as a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries was also carried out.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site and remote audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustainTM Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/ measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Gland Pharma has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in the BRSR Core and BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Gland Pharma is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Gland Pharma. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

For DNV Business Assurance India Private Limited

Chandan Sarkar
Lead Verifier
DNV Business Assurance India Private Limited, India.

Anjana Sharma
Assurance Reviewer
DNV Business Assurance India Private Limited, India.

Assurance Team: Mohanakrishnan R, Syed Rameez, Poornachander Maratha

24/07/2026, Bengaluru

Annexure I – BRSR Core Verified Data

Stipulated as per **BRSR Core** provided by the company.

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26
1	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO_2e	29,428.09
		Total Scope 2 emissions (Location Based)	MT of CO_2e	65,742.42
		Total Scope 2 emissions (Market Based)	MT of CO_2e	57,801.26
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Market Based)	tCO_2e/ Total Revenue from Operations in Million INR	1.92
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Market Based)	tCO_2e/ Total Revenue from Operations adjusted for PPP in Million USD	38.98
2	Water footprint	Total water consumption	KL	5,13,659.48
		Water consumption intensity	Total water consumption in KL / Total Revenue from Operations in Million INR	11.28
			Total water consumption in KL / Total Revenue from Operations adjusted for PPP in Million USD	229.52
		Water Discharge by destination and levels of Treatment	KL	50,653.18
3	Energy footprint	Total energy consumed	Megajoules (MJ)	59,38,91,628.25
		% of energy consumed from renewable sources	In % terms	9.236
		Energy intensity	Energy intensity per rupee of turnover. (MJ/ Total Revenue from Operations in Million INR)	13,046.56
			Energy intensity per rupee of turnover adjusted for PPP. (MJ/ Total Revenue from Operations adjusted for PPP in Million USD)	2,65,367.10

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	17.40
		E-waste (B)	MT	0.51
		Bio-medical waste (C)	MT	110.28
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	8.64
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	2,087.62
		Other Non-Hazardous Waste (H)	MT	999.33
		Total (A+B + C + D + E + F + G+ H)	MT	3,223.79
		Waste intensity per rupee of turnover from operations	MT / Total Revenue from Operations in Million INR	0.07
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT / Revenue from operations adjusted for PPP in Million USD	1.44
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	1,013.36
		(ii) Re-used	MT	1,956.49
		(iii) Other recovery operations	MT	0
		Total	MT	**2,969.85**
		Total waste disposed by nature of disposal method		
		(i) Incineration	MT	146.73
		(ii) Landfilling	MT	103.52
		(iii) Other disposal options	MT	0
		Total	MT	**250.25**
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	0.16
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries – Employees	0
			Total recordable work-related injuries – Workers	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) – Employees	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Workers	0
			No. of fatalities - Employees	0
			No. of fatalities - Workers	0
			High consequence work-related injury or ill-health (excluding fatalities) – Employees	0
			High consequence work-related injury or ill-health (excluding fatalities) – Workers	0

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2025-26
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	8.36
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	2
			Complaints on POSH as a % of female employees / workers	0.36
			Complaints on POSH upheld	2
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs / small producers	16.92
			Sourced directly from within India	33.04
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	53.05
			Semi-urban	Nil
			Urban	38.33
			Metropolitan	8.62
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	Nil
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	67
9	Openness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties	Purchases from trading houses as % of total purchases	18
			Loans and advances & investments with related parties	69
			Purchases from top 10 trading houses as % of total purchases from trading houses	88.50
			Sales to dealers / distributors as % of total sales	1.27
			Number of dealers / distributors to whom sales are made	355
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	32
			Share of RPTs (as respective %age) in	
			Purchases	5.69
			Sales	8.76
			Loans & advances	Nil
			Investments	100

Annexure II – Sites selected for audits

S. No	Site	Location
1.	Corporate Office (remote audit)	Hyderabad
2.	Manufacturing Units (onsite audit)	Dundigal & Pashamylaram
3.	Manufacturing Units (remote audit)	JNPC