

# Business Responsibility & Sustainability Report



## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L24239TG1978PLC002276
2.	Name of the Company	Gland Pharma Limited
3.	Year of incorporation	1978
4.	Registered office address	SY.NO.143-148,150 &151,NEAR GANDI MAISAMMA X ROADS, D.P.PALLY,DUNDIGAL, DUNDIGAL - GANDIMASAMMA(M), MEDCHAL- MALKAJGIRI DISTRICT, HYDERABAD TG 500 043 IN
5.	Corporate address	Plot No.11& 84,TSIIC, Phase-IV, Pashamylaram (V), Patancheru (M), Sangareddy District, Hyderabad, TG 502307 IN
6.	E-mail id	investors@glandpharma.com
7.	Telephone	+91-8455-699999
8.	Website	https://glandpharma.com/
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchanges where shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11.	Paid-up Capital	₹ 164,700,823 (divided into 164,700,823 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.

### II. Products/services

#### 14. 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%

#### 15. 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****16. Number of locations where plants and/or operations/offices of the Company are situated:**

Location	Number of plants	Number of offices	Total
National	8	1	9
International	0	2	2

**17. 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?**

84.20%

**c. Types of customers**

The Company specializes in sterile injectables, oncology, and ophthalmic, 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. Our business model is primarily B2B and our customers include other pharmaceutical companies, wholesalers, distributors, Hospitals, government institutions, etc.

**Employees****18. Details as at the end of Financial Year, i.e. March 31, 2023:****a. Employees and workers (including differently abled):**

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	4,545	3,977	88%	566	12%
2.	Other than Permanent (E)	0	0	Nil	0	Nil
3.	<b>Total employees (D+E)</b>	<b>4,545</b>	<b>3,977</b>	<b>88%</b>	<b>566</b>	<b>12%</b>
<b>WORKERS</b>						
4.	Permanent (F)	40	23	57.50%	17	42.50%
5.	Other than Permanent (G)	0	0	Nil	0	Nil
6.	<b>Total workers (F+G)</b>	<b>40</b>	<b>23</b>	<b>57.50%</b>	<b>17</b>	<b>42.50%</b>

**b. Differently abled Employees and workers:**

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	Nil
2.	Other than Permanent (E)	0	0	Nil	0	Nil
3.	<b>Total differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>Nil</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	Nil	-	-
5.	Other than Permanent (G)	0	0	Nil	-	-
6.	<b>Total differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>Nil</b>	<b>-</b>	<b>-</b>

**19. Participation/Inclusion/Representation of women**

Sl. No	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11%
Key Management Personnel	3	0	0%

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

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	25%	20%	20%	19%	20%	19%	18%	18%
Permanent Workers	4%	17%	10%	0%	0%	0%	0%	5%	2%

**IV. Holding, Subsidiary and Associate Companies (including joint ventures)****21. 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 / in the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	GLAND PHARMA USA INC	Subsidiary (Wholly-owned step-down)	100%	No
2.	Gland Pharma International Pte Ltd	Subsidiary	100%	No
3.	Fosun Pharma International Pte. Ltd	Holding Company	58%	No

**V. CSR Details**

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

Yes

(ii) Turnover (in ₹) 36,165.28 Mn

(iii) Net worth (in ₹) 79,532.98 Mn

**VI. Transparency and Disclosure Compliances****23. 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)	FY2023			FY2022		
		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.	NIL	N.A	-	NIL	NIL	-



Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY2023			FY2022		
		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
Investors (other than shareholders)	Yes For any grievance write to us at <a href="mailto:investors@glandpharma.com">investors@glandpharma.com</a>	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes. The Board of Directors have constituted the Stakeholders Relationship and Share Transfer Committee to redress the complaints/ grievances of the shareholders .	2	NIL	-	NIL	NIL	-
Employees and workers	Yes <a href="https://glandpharma.com/images/whistle_blower_policy.pdf">https://glandpharma.com/images/whistle_blower_policy.pdf</a>	NIL	NIL	-	NIL	NIL	-
Customers	Yes <a href="https://glandpharma.com/contact-us">https://glandpharma.com/contact-us</a>	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	Yes	NIL	NIL	-	NIL	NIL	-

24. 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
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



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)
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



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	<a href="https://glandpharma.com/investors/corporate-governance#governance-policies">https://glandpharma.com/investors/corporate-governance#governance-policies</a>								
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.	NA								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
----------------------	----	----	----	----	----	----	----	----	----

### 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, Gland Pharma has significantly reduced stack emissions and lowered CO <sub>2</sub> output. Furthermore, the Company has plans to extend this transition to other facilities, solidifying their position as responsible stewards of the environment.  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.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Srinivas Sadu Managing Director and Chief Executive Officer DIN : 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, MD & CEO is 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)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (yes/no). if yes, provide name of the agency																		



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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle 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)						Not applicable			
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 Key Managerial Personnel	8	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 Workers	176	The employees/ workers of the Company undergo various training programmes throughout the year. Many trainings 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 included 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)

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

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

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

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

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/Anti\\_Bribery\\_Policy.pdf](https://glandpharma.com/images/Anti_Bribery_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 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	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

**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	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	0.14%	-	Provision of Emergency Exit for Boiler Building

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) facilities that are approved by Telangana State Pollution Control Board (TSPCB).

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.

No

**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)	% of employees covered by									
		Health insurance <sup>#</sup>		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities <sup>*</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	3,979	3,151	79%	Nil	Nil	N.A	N.A	Nil	Nil	-	-
Female	566	382	67%	Nil	Nil	566	100%	N.A	N.A	-	-
<b>Total</b>	<b>4,545</b>	<b>3,533</b>	<b>78%</b>	<b>Nil</b>	<b>Nil</b>	<b>566</b>	<b>12.45%</b>	<b>Nil</b>	<b>Nil</b>	<b>-</b>	<b>-</b>

Category	% of employees covered by										
	Total (A)	Health insurance <sup>#</sup>		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities <sup>*</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)

**<sup>5</sup>Other than Permanent employee**

Male  
Female  
**Total**

<sup>#</sup> 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.

<sup>5</sup> The Company does not have any employees other than Permanent Employees.

<sup>\*</sup> 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	% of workers covered by										
	Total (A)	Health insurance <sup>#</sup>		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities <sup>*</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	23	23	100%	Nil	Nil	N.A	N.A	Nil	Nil	Nil	Nil
Female	17	17	100%	Nil	Nil	17	100%	N.A	N.A	Nil	Nil
<b>Total</b>	<b>40</b>	<b>40</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>		<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

**<sup>5</sup>Other than Permanent Workers**

Male  
Female  
**Total**

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

<sup>\*</sup> Day Care facility is available in the Company, but no worker has utilised the facility during the Current period

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

Benefits	FY2023			FY2022		
	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*	22%	100%	Y	27%	100%	Y
Others- please specify						

\*78% of the employees 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 maintains a strong commitment to equal employment opportunity, extending to all applicants and employees. It strictly prohibits any form of discrimination based on legally protected characteristics, such as 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, disability, medical condition, sexual orientation, veteran status, or any other category protected by applicable laws. The company is dedicated to providing equal employment opportunities at every stage of the employment or employee lifecycle.

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	NA	NA	NA	NA
Female	100%	80%	NA	NA
Total	100%	80%	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 worker? If yes, give details of the mechanism in brief. :

Case Details	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 Legal Head, QC AGM, Alliance Management Head, HR & Administration Head, and other employees. Employees can raise their grievances by writing to the Grievance Committee, and upon receipt, the 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	FY2023			FY2022		
	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)
<b>Total Permanent Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>	<b>40</b>	<b>40</b>	<b>100%</b>	<b>44</b>	<b>44</b>	<b>100%</b>
- Male	23	23	100%	24	24	100%
- Female	17	17	100%	20	20	100%

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

Benefits	FY2023					FY2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	3,979	3,763	95%	299	8%	3,990	3,876	97%	300	8%
Female	566	529	93%	21	4%	605	590	98%	22	4%
<b>Total</b>	<b>4,545</b>	<b>4,292</b>	<b>94%</b>	<b>320</b>	<b>7%</b>	<b>4,595</b>	<b>4,466</b>	<b>97%</b>	<b>322</b>	<b>7%</b>
<b>Workers</b>										
Male	23	23	100%	0	0	24	24	100%	0	0
Female	17	17	100%	0	0	20	20	100%	0	0
<b>Total</b>	<b>40</b>	<b>40</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>44</b>	<b>100%</b>	<b>0</b>	<b>0</b>

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

Category	FY2023			FY2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3,979	3,979	100%	3,990	3,990	100%
Female	566	566	100%	605	605	100%
<b>Total</b>	<b>4,545</b>	<b>4,545</b>	<b>100%</b>	<b>4,595</b>	<b>4,595</b>	<b>100%</b>
<b>Workers</b>						
Male	23	23	100%	24	24	100%
Female	17	17	100%	20	20	100%
<b>Total</b>	<b>40</b>	<b>40</b>	<b>100%</b>	<b>44</b>	<b>44</b>	<b>100%</b>

## 10. Health and safety management system:

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

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	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.5
	Workers	0	0.5
Total recordable work-related injuries	Employees	0	0
	Workers	1*	0
No. of fatalities	Employees	0	0
	Workers	1*	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*The work related injuries and fatalities have occurred to contract workers

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:

	FY2023			FY2022		
	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	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

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.**

<b>Stakeholder Group</b>	<b>Whether identified as vulnerable &amp; marginalised group (Yes/ No)</b>	<b>Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)</b>	<b>Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
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 serves is with the purpose of enhancing supply chain efficiency, improving access to healthcare products and services, ensuring regulatory compliance and quality assurance, and optimizing costs
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	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

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

Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	4,545	0	0	4,545	100%	4,595	0	0	4,595	100%
Male	3,979	0	0	3,979	100%	3,990	0	0	3,990	100%
Female	566	0	0	566	100%	605	0	0	605	100%
<b>Other than Permanent</b>										
Male										
Female										
<b>Workers</b>										
<b>Permanent</b>	40	0	0	40	100%	44	0	0	44	100%
Male	23	0	0	23	100%	24	0	0	24	100%
Female	17	0	0	17	17%	20	0	0	20	100%
<b>Other than Permanent</b>										
Male										
Female										



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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in ₹ Million)	Number	Median remuneration/salary/wages of respective category (in ₹ Million)
Board of Directors (BoD)*	7	3.3	1	10.8
Key Managerial Personnel (KMP)	3	17.83	Nil	NIL
Employees other than BoD and KMP	3,976	0.51	566	0.41
Workers	23	0.86	17	0.75

\* The details of Mr. Srinivas Sadu, MD & CEO are not included in the Board of Directors, but it is included in KMP.

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. For such cases, 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:

Benefits	FY2023			FY2022		
	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	1	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. 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.

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

Yes

**9. Assessment for the year:**

Case Details	% 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 third parties appointed by the Customers. The Company has not received any non-compliance certification.

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

The Company has taken proactive measures by enhancing its policies and codes of conduct to explicitly prohibit Child Labour, Forced Labour, Sexual Harassment, Discrimination, and to ensure fair wages. These policies are effectively communicated to all employees, reinforcing the Company's commitment to maintaining a safe and respectful work environment.

Furthermore, regular assessments are conducted to monitor and verify compliance with these policies, ensuring that all practices align with the Company's ethical expectations.

**Principle 6: Business 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:**

Parameter – in units	FY2023	FY2022
Total electricity consumption (A)	281,514	180,056
Total fuel consumption (B)	286,269	276,457
Energy consumption through other sources (C)	37,333	130,357
<b>Total energy consumption (A+B+C)</b>	<b>605,116</b>	<b>586,870</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹ Mn)	16.69	13.33
Energy intensity (optional) – the relevant metric may be selected by the Company		

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.

**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	FY2023	FY2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	771,717	715,806
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>771,717</b>	<b>715,806</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>771,717</b>	<b>715,806</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover) (KL/INR Mn)	21.34	16.26
<b>Water intensity</b> (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. No

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

The Company has implemented a comprehensive wastewater management system that includes multiple treatment processes. After the chlorination stage, the water undergoes treatment in Reverse Osmosis Plants (RO-I & II). Any rejects generated from RO-I & II are further treated in RO-III, followed by the Final Reverse Osmosis (RO-IV) system. The final rejects from the RO treatment are then sent to the Central Effluent Treatment Plant (CETP).

In addition to the RO systems, the Company operates a highly effective Sewage Treatment Plant (STP) that utilizes a Moving Bed Biofilm Reactor (MBBR) system. The treatment process includes several stages, starting with a collection tank, followed by an anoxic tank and an aeration tank. The wastewater then undergoes treatment in a Tube Deck system before being directed to a clarified tank. The process continues with sand and carbon filtration, concluding with Ultra Filtration that incorporates UV disinfection.

By incorporating these advanced treatment processes, the Company ensures efficient and environmentally responsible wastewater management, aligning with its commitment to sustainability and responsible industrial practices.

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

Parameter	Unit	FY2023	FY2022
NOx	mg\Nm <sup>3</sup>	43,422	42,915
SOx	mg\Nm <sup>3</sup>	35,657	41,528
Particulate matter (PM)	mg\Nm <sup>3</sup>	18,098	18,186
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	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.

The company does Environmental monitoring monthly through external NABL approved laboratory

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

Parameter	Unit	FY2023	FY2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	11,929.60	12,579.30
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	80,669.60	78,475.20
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>2.23</b>	<b>1.78</b>
<b>Total Scope 1 and Scope 2 emission intensity</b> (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.

No

7. 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.

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

Parameter	FY2023	FY2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)		
E-waste (B)	0.058	0.11
Bio-medical waste (C)	27.89	29.9
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.092
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (G)	24.841	16.88
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	426.87	407.76
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>479.659</b>	<b>454.742</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	426.87	407.76
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	52.731	46.78
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

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.

22-23 - Other Hazardous waste in MT (Crushed Glass Waste: 198.29, Packing Waste : 228.58)

21-22 - Other Hazardous waste in MT (Crushed Glass Waste: 182.72, Packing Waste : 225.04)

9. 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 is committed to its agreement with the TSDF facilities located in the city. It ensures that all waste generated is disposed of through the Telangana State Pollution Control Board Online Manifest System (TSPCBOMS). Furthermore, the Company diligently maintains detailed records of waste generation and disposal on a day-to-day basis. By adhering to these practices, the Company upholds its commitment to proper waste management and environmental stewardship.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

No

11. 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					

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

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

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

**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.

3

- 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.

Sl. 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



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.

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:

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.

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:

Parameter – in units	FY2023	FY2022
Directly sourced from MSMEs/small producers Sourced directly from within the district and neighbouring districts	The Company procures materials directly from MSMEs/small producers and from vendors within the district and neighbouring districts. However, the company does not maintain the data as a percentage of total materials sourced.	

**PRINCIPLE 9: Businesses should engage with & 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:**

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

Note: The Company does not maintain/record data pertaining to the percentage of turnover of products of the Company that carry information regarding environmental / social parameters relevant to the product and recycling and/or safe disposal of the products. The Company is in compliance of applicable laws and regulations w.r.t. product labelling and information

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

<b>Benefits</b>	<b>FY2023</b>			<b>FY2022</b>		
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising						
Cyber- security						
Delivery of essential services						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other (product related)						

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

	<b>Number</b>	<b>Reasons for recall</b>
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 defenses 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 incident recorded