Senores
Committed to Global Wellness!

Business Responsibility and Sustainability Report for Financial Year ended 31 March 2026

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) :	L24290GJ2017PLC100263
2	Name of the Company :	Senores Pharmaceuticals Limited
3	Year of incorporation :	2017
4	Registered office address :	1101 to 1103, 11th Floor, South Tower, One42, Ambali Bopal Road, Ahmedabad-380054, Gujarat, India
5	Corporate address :	1101 to 1103, 11th Floor, South Tower, One42, Ambali Bopal Road, Ahmedabad-380054, Gujarat, India
6	E-mail :	cs@senorespharma.com
7	Telephone :	+91 79 29999857
8	Website :	www.senorespharma.com
9	Financial year for which reporting is being done	2025-2026
10	Name of the Stock Exchange(s) where shares are listed :	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital :	46,05,35,880
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report :	Mrs. Shilpa Sharma Company Secretary & Compliance Officer cs@senorespharma.com +91 79 29999857
13	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis? :	The disclosures made in this report are on a standalone basis.
14	Name of assurance provider :	Not Applicable
15	Type of assurance obtained :	Not Applicable

II. Products/services :

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Research & Development, Manufacturing, Marketing, and Distribution of Pharmaceutical Products	Manufacturing and sale of pharmaceutical products	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	2100	21.54%
2	Wholesale of pharmaceutical and medical goods	46497	46.92%
3	Management consultancy activities	7020	8.16%
4	Research and experimental development on natural sciences and engineering	7210	22.49%

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	2	5	7
International	-	-	-

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	6

b. What is the contribution of exports as a percentage of the total turnover of the entity?
Contribution of exports is 43.95% of our total turnover during the financial year 2025-26.

c. A brief on types of customers
Senores Pharmaceuticals Limited ('the Company) primarily operates as a B2B pharmaceutical developer and manufacturer. Its key customers include major Indian and global pharmaceutical companies and distribution partners that distribute its specialty generic medicines, as well as healthcare providers and patients in India and certain overseas markets.

IV. Employees:

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	324	283	87%	41	13%
2.	Other than Permanent (E)	5	5	100%	-	0%
3.	**Total employees (D + E)**	**329**	**288**	**88%**	**41**	**12%**
WORKERS						
4.	Permanent (F)	42	42	100%	-	0%
5.	Other than Permanent (G)	69	69	100%	-	0%
6.	**Total workers (F + G)**	**111**	**111**	**100%**	**-**	**0%**

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors *	12	1	8%
Key Management Personnel **	2	-	-

*includes both Independent and Non Independent Directors

** Key Management Personnel other than Board of Directors

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

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.72%	18.18%	18.64%	13.63%	23.52%	15.66%	17.40%	18.20%	17.60%
Permanent Workers	12.19%	0.00%	12.19%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%

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

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

Sr. No.	Name of the holding /subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Havix Group Inc. D/B/A Aavis Pharmaceuticals	Subsidiary	57.69%	No
2	Apnar Pharma Pvt. Ltd.	Subsidiary	75.00%	No
3	Ratnatris Pharmaceuticals Pvt. Ltd.	Subsidiary	69.00%	No
4	Senores Pharmaceuticals Inc	Subsidiary	100.00%	No

VI. CSR Details

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

(ii) Turnover: INR 10,609 lakhs

(iii) Net worth : INR 74,990 lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-		-	-	-
Investors (other than shareholders)	Yes	-	-		-	-	-
Shareholders	Yes	-	-		-	-	-
Employees and workers	Yes	-	-		-	-	-
Customers	Yes	-	-		-	-	-
Value Chain Partners	Yes	-	-		-	-	-

The Company has a grievance redressal mechanism in place for all internal and external stakeholders of the business.

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	R	Climate change presents operational and supply chain risks to the Company operations due to the increasing frequency of extreme weather events, which can disrupt the availability of raw materials, utilities, transportation, and manufacturing activities. It also creates regulatory and market risks as evolving environmental requirements and stakeholder expectations drive the need for greater resilience, emissions reduction, and sustainable manufacturing practices.	The Company is looking to mitigate these risks by strengthening supply chain resilience, implementing business continuity and emergency response plans, improving resource efficiency, and integrating climate-related considerations into operational planning and risk management processes. Measures include exploring installatiion of renewable infrastructure at plant locations, improving energy efficiency, and increasing engagement with stakholders for building resilience across end-to-end value chain of the Company.	Negative
2	Equitable Drug Access	O	Equitable access to medicines presents an opportunity for the company to expand its market reach by supplying high-quality, affordable APIs that support the production of essential medicines in both established and emerging markets. By contributing to reliable and cost-effective pharmaceutical supply chains, the company can strengthen customer relationships while supporting improved global health outcomes.	The Company seeks to realise this opportunity by maintaining high standards of quality and regulatory compliance, optimising manufacturing efficiency to enhance affordability, and building long-term partnerships with customers in key markets alongside exploring new customers in upcoming/evolving markets to support the consistent supply of essential APIs.	Positive
3	Water scarcity	R	Water scarcity presents a risk to the Company operations as water is a critical resource for production processes, R&D and quality control activities. Reduced water availability and increased instances of droughts and water scarcity can disrupt operations, increase production costs, and affect business continuity.	The company is exploring opportunities to improve water efficiency through process optimisation, water recycling and reuse initiatives, and investment in more efficient technologies. Where possible, the Company has also implemented Zero Liquid Discharge mechanism. The Company is also working towards increasing awareness of water risks across both its internal and external stakeholders to strengthen long-term resilience.	Negative
4	Corporate Governance and Business Ethics	R & O	Risks: Regulatory non-compliance can result in fines, penalties, lawsuits, loss of share value and restricted access to markets. It can also negatively impact brand reputation, investor and employee confidence. Opportunities: Ethical business practices strongly support enhanced investor and employee confidence. This can lead to better returns and greater investments in the Company. It also enables attraction of quality talent, creating a workforce that is responsible and supports smooth and transparent relationships with regulators across all markets where the Company operates.	Risks: The Company will mitigate regulatory compliance risks by maintaining strong governance structures, implementing effective compliance controls, and continuously monitoring regulatory requirements across all operating markets. Proactive risk management, ethical decision-making, and employee awareness initiatives will help reduce the likelihood of penalties, legal exposure, reputational damage, and loss of stakeholder confidence. Opportunities: The Company will leverage ethical business practices to strengthen trust and confidence among investors, employees, customers, and regulators. By embedding responsible practices into its operations, the Company can attract and retain quality talent, enhance market reputation, support stronger investments, and create sustainable long-term value.	Positive and Negative
5	Occupational Health and Safety	R	Ensuring a safe and healthy workplace is crucial to protect employees from potential hazards such as exposure to toxic compounds, ergonomic risks, and accidental injuries. Moreover, a robust health and safety programme helps in maintaining regulatory compliance, avoiding legal liabilities, and minimising operational disruptions caused by safety incidents. Ensuring health & safety of employees is also important as effects of climate change, specifically increasing heat stress becomes more frequent and longer.	The Company has established a Health & Safety (H&S) Policy and proactively implements health and safety measures across both corporate office and plant operational levels to identify, assess, and mitigate workplace hazards. Through continuous monitoring, employee engagement, training, and preventive controls, the Company aims to minimise risks associated with workplace injuries, exposure to hazardous substances, ergonomic challenges, and increasing climate-related risks such as heat stress, while ensuring regulatory compliance and operational resilience.	Negative

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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
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies have been approved by the Senior Management and/or Board as per relevant statutory requirements.								
c. Web Link of the Policies, if available	The Company's website includes all statutory documents which are updated regularly to ensure they remain appropriate and aligned with applicable regulations and the Company's responsibilities.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes / certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's operations are aligned to the following international/national codes/standards: • Good Manufacturing Practices (GMP) • World Health Organization (WHO) norms and standards for pharmaceuticals								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Even though the Company does not currently have any targets or goals related to ESG concerns, it constantly works to improve its environmental and social impact through a variety of initiatives and improvements based on industry best practises.								
6. Performance of the entity 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)	A statement and details on ESG aspects of the business are part of this Annual report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Swapnil Shah Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The responsibility for the day-to-day decision making on ESG & wider sustainability related issues is with respective functional heads of the Company.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevances to the principles, and, rectification of any non-compliances.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Frequency (Annually/ Half yearly/ Quarterly/ Any other - Please specify)								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action.	Periodically/Need basis								
Compliance with statutory requirements of relevances to the principles, and, rectification of any non-compliances.	Ongoing basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
	No, the Company has not carried out any independent assessment/ evaluation of the working of its policies by an external agency.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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

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

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

Essential Indicators

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

<table>
<tr><th>Segment</th><th>Total number of training and awareness programmes held</th><th>Topics / principles covered under the training and its impact</th><th>% of persons in respective category covered by the awareness programmes</th></tr>
<tr><td>Board of Directors</td><td>1</td><td rowspan="2">The Company has conducted training sessions for the Board on various topics including ESG and the NGRBC principles.

The Company also discusses material ESG factors and their implications on the business operations as part of various Board meetings.

Additionally, the Company has conducted sessions on corporate governance practices, and various other industry and regulatory updates.</td><td>100%</td></tr>
<tr><td>Key Managerial Personnel</td><td>1</td><td>100%</td></tr>
<tr><td>Employees other than BoD and KMPs</td><td>3</td><td rowspan="2">The Company has conducted training sessions on Environmental, health & safety aspects of the business, overview of the nine principles of NGRBC, wider sustainability aspects of the business operations and other topics related to skills upgradation and human rights.</td><td>100%</td></tr>
<tr><td>Workers</td><td>1</td><td>100%</td></tr>
</table>

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:

<table>
<tr><th colspan="6">Monetary</th></tr>
<tr><th>Particulars</th><th>NGRBC Principle</th><th>Name of the regulatory/ enforcement agencies/ judicial institutions</th><th>Amount (In INR)</th><th>Brief of the Case</th><th>Has an appeal been preferred? (Yes/No)</th></tr>
<tr><td>Penalty/ Fine</td><td colspan="5" rowspan="3">NIL</td></tr>
<tr><td>Settlement</td></tr>
<tr><td>Compounding fee</td></tr>
<tr><th colspan="6">Non-Monetary</th></tr>
<tr><th>Particulars</th><th>NGRBC Principle</th><th>Name of the regulatory/ enforcement agencies/ judicial institutions</th><th>Amount (In INR)</th><th>Brief of the Case</th><th>Has an appeal been preferred? (Yes/No)</th></tr>
<tr><td>Imprisonment</td><td colspan="5" rowspan="2">NIL</td></tr>
<tr><td>Punishment</td></tr>
</table>

During the financial year 2025-26, no fines / penalties / award / compounding fees / settlement amount was paid in proceedings by the Company or by its Directors / KMPs as per the materiality policy and SEBI Regulations.

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.

<table>
<tr><th>Case Details</th><th>Name of the regulatory/ enforcement agencies/ judicial institutions</th></tr>
<tr><td colspan="2">Not Applicable</td></tr>
</table>

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

Yes, the Company has 'zero tolerance' towards corruption or bribery. The Company's approach towards conducting business in a fair, ethical and transparent manner is captured in its Code of Conduct that is applicable to Board Members, Directors & Senior Management, Employees and Individuals or entities acting on behalf of the Company. The Company also has appropriate mechanisms in place for reporting any concerns in relation to corruption and bribery.

The Code of Conduct of the Company is available on its website.

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

Particulars	FY 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs		
Employees		
Workers		

During the financial year 2025-26, no disciplinary action has been taken by any law enforcement agency or the charges of bribery/ corruption against any Directors/KMPs/ employees/workers.

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL		NIL	

During the financial year 2025-26, no complaints were recorded with regard to conflict of interest.

7 **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

8 **Number of days of accounts payables ((Accounts payable*365) / Cost of goods/services procured):**

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	133	151

9 **Open-ness of business**
Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NIL	NIL
	b. Number of dealers / distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.2%	25.4%
	b. Sales (Sales to related parties / Total Sales)	48.2%	3.6%
	c. Loans & advances (Loans & advances given to related	100%	100%
	d. Investments (Investments in related parties / Total	97.8%	100%

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

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of Improvement in environmental & social impacts
R&D			Refer note below
Capex			Refer note below

The Company strives to improve its environmental and social impacts of its products and processes. Specifically given the industry sector, the Company strives to ensure equitable access to essential medicines globally. However, it does not currently capture standalone R&D and Capex related data specifically linked to the environmental and social impacts of its products. It will explore this as part of future reporting.

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

The company does not currently maintain a formal sustainable sourcing policy; however, it seeks to apply ESG principles wherever practicable in its engagement and dealings with all suppliers.

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

Not applicable

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's operations generate minimal recoverable waste, limited primarily to consumables and packaging materials such as syringes, bottles and vials. All unused consumables are sold to other third-party companies for their usage. All used and unusable consumables are transferred to government approved third-party recyclers for reuse or environmentally responsible disposal. No other specific waste streams arise from the Company processes that warrant internal reclamation.

All hazardous and biological waste from the manufacturing activities is disposed off via authorised companies in line with the State Pollution Control Board's regulations. Appropriate documentation is maintained at every stage to ensure complete traceability and regulatory compliance.

Furthermore, minimum E-waste is generated from end-of-life electronic equipment and machinery. Such E-waste is also disposed off through accredited third-party reccyling facilities.

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.

Extended Producer Responsibility (EPR) is currently not applicable to the Company.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	283	283	100%	283	100%		-		0%		0%
Female	41	41	100%	41	100%	41	100%		-	41	100%
Total	**324**	**324**	**100%**	**324**	**100%**	**41**	**13%**	**-**	**0%**	**41**	**13%**
Other than Permanent employees											
Male	5	5	100%	5	100%		0%		0%		0%
Female	-		-		-		-		-		-
Total	**5**	**5**	**100%**	**5**	**100%**	**-**	**0%**	**-**	**0%**	**-**	**0%**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	42	42	100%	42	100%		0%		0%		0%
Female			-		-		-		-		-
Total	**42**	**42**	**100%**	**42**	**100%**	**-**	**-**	**-**	**0%**	**-**	**0%**
Other than Permanent workers											
Male	69	69	100%	69	100%		-		-		-
Female			-		-		-		-		-
Total	**69**	**69**	100%	**69**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

	FY 2025-26	FY 2024-25
Cost incurred on well being measures as a % of total revenue of the company	0.54%	0.54%

The costs disclosed above include expenses incurred on health insurance, medical check-ups and various staff welfare activities and initiatives.

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

Benefits	FY 2025-26			FY 2024-25		
	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 employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
NPS	7%	-	Y	5%	-	

Note:
a) All eligible employees are enrolled in the Provident Fund (PF) and are entitled to Gratuity.
b) Employees' State Insurance (ESI) coverage applies only to those who meet the statutory criteria.
c) Participation in the National Pension System (NPS) is limited to employees who have expressly opted in.

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

Yes, the Company's plant and offices are fully accessible to employees with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016.

4 **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

The Company promotes an inclusive workplace and provides equal opportunities for all employees. The HR policies strictly prohibit discrimination based on race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other characteristic protected by law.

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				
Female	100%	100%		
Total	**100%**	**100%**		

During FY 2025-26, only two permanent employees took maternity leave who returned to worked after such parental leave. No permanent workers took parental leave.

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.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees and Workers	Yes, the Company has a formal grievance redressal mechanism in place, allowing both permanent and non-permanent employees and workers to raise concerns with the relevant department head. Depending on the nature of the grievance, if necessary, issues can be escalated to senior management.
Other than Permanent Employees and Workers	Additionally, the Company's Whistleblower Policy is in place to enable employees to raise concerns about misconduct or unacceptable business practices and report any unethical behavior, misconduct, fraud or policy violations.

7 **Membership of employees and worker in association(s) or Unions recognised by the listed entity:**
At present, no employees or workers are represented by any association(s) or union(s).

Category	FY 2025-26			FY 2024-25		
	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 (B)	% (B / A)
Total Permanent Employees	Not Applicable					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

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

Category	FY 2025-26					FY 2024-25				
	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	288	288	100%	245	85%	112	109	97%	88	79%
Female	41	41	100%	36	88%	16	16	100%	12	75%
Total	**329**	**329**	**100%**	**281**	**85%**	**128**	**125**	**98%**	**100**	**78%**
Workers										
Male	111	111	100%	93	84%	76	76	100%	60	79%
Female	-		-		-			-		-
Total	**111**	**111**	**100%**	**93**	**84%**	**76**	**76**	**100%**	**60**	**79%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	288	288	100%	112	112	100%
Female	41	41	100%	16	16	100%
Total	**329**	**329**	**100%**	**128**	**128**	**100%**
Workers						
Male	111	111	100%	76	76	100%
Female	-		-		-	-
Total	**111**	**111**	**100%**	**76**	**76**	**100%**

The Company conducts a formal year-end and mid-year performance assessment and career-development review for all permanent employees and contract workers.

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?

Yes, the occupational health and safety (OHS) management system comprehensively addresses all aspects of workplace safety, including hazard identification, risk assessment, emergency procedures, employee trainings, and continuous safety performance monitoring.

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 uses a Hazard Identification and Risk Assessment (HIRA) process to identify workplace hazards and assess risks for both routine and non-routine activities. This is carried out by the Safety Manager along with technical teams.

The Safety team present on-site are responsible for regular monitoring activities, and periodic safety checks and maintenance of equipment. Employees also receive regular training and safety communication to ensure awareness and reduce safety related risks.

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

Yes, the Company has processes in place for workers to report work-related hazards and remove themselves from such risks. Workers can raise safety concerns through periodic meetings, where their observations are discussed and corrective actions are taken.

Employees and workers are regularly trained on identifying hazards, assessing risks and taking steps to mitigate them. Safety and emergency drills are also conducted to train them on handling situations and safely removing themselves from risk.

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

Yes, employees and workers have access to comprehensive healthcare services as part of the Company's employee benefits package.

11 Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

During FY 2025-26, there have been no safety related incidents involving any workers or employees.

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

Below is an overview of the measures taken by the Company to ensure a safe and healthy work place:

• Safety Management System: Relevant EHS policies, procedures and SOPs have been established, implemented and periodically reviewed to strengthen workplace health and safety.
• Incident Investigation: Safety-related incidents, if any, are investigated through a documented Accident/Incident Reporting and Investigation process. Root-cause analysis is conducted and corrective and preventive actions (CAPA) are implemented and tracked to closure.
• Risk Identification and Assessment: Periodic safety inspections, risk assessments, HAZOP studies, statutory inspections and third-party safety audits are conducted to identify significant health and safety risks and opportunities for improvement.
• Risk Control Measures: Identified health and safety risks are addressed through appropriate engineering and administrative controls, preventive maintenance, PPE enforcement, safety signage and safe working practices.
• Emergency Preparedness: An On-Site Emergency Plan has been prepared and is available at the site. On-site emergency mock drills are conducted periodically to enhance emergency preparedness and awareness among personnel.
• Critical Safety Systems: Fire-fighting systems, emergency lighting, safety interlocks and lifting equipment are periodically inspected, tested and maintained, as applicable.
• Safety Awareness and Training: Health and safety training is provided to employees and contract workers on first aid, fire-fighting, emergency response, chemical safety, PPE, work permit systems and safe working practices.
• Safety Signage: Safety signs and instructions are displayed at appropriate locations across the site to enhance employee awareness and promote a strong safety culture.
• Occupational Health: Periodic health check-ups are conducted for employees and contract workers.
• Monitoring and Continuous Improvement: Identified gaps and corrective actions are monitored by the EHS/Plant Operations team and implemented within defined timelines. Workplace risks, gaps and improvement actions are continuously monitored to strengthen occupational health and safety performance.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	-	-		-	-	

During FY 2025-26, there were no complaints filed by the employees and workers on the Company's working conditions, health and safety parameters.

14 Assessments for the year:

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

15 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.

During FY 2025-26, no concerns/risks have been identified as part of assessment of health and safety practices and working conditions.

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Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1 **Describe the processes for identifying key stakeholder groups of the entity.**
The Company has conducted a comprehensive exercise to identify its key stakeholders and gain insights into their key concerns. Stakeholder identification and classification is based on their impact and involvement in the Company operations, as well as their engagement in environmental, social and governance matters.

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

Stakeholder Group	**Whether identified as Vulnerable & Marginalized Group** (Yes/No)	**Channels of communication** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	**Frequency of engagement** (Annually/ Half yearly/ Quarterly / others – please specify)	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Suppliers / Vendor	No	• In-person meetings • Email & Calls • Grievance Redressal mechanism	Continuous	Engagement with suppliers, vendors enable the Company to identify the key material issues impacting the supply chain. The key areas of interest for the suppliers are: • Timely payments • Ensuring business continuity • Grievance redressal • New business/product opportunities
Customers	No	• Product catalogues • Customer meets and visits • Corporate profile deck and videos • News releases • Social media platform	Continuous	Customers are a key stakeholder for the Company. The key areas of interest for Customer are: • Product quality, access and pricing • New products and innovation • Business resilience • Product awareness and engagement
Shareholders and Investors	No	• Website • Investors/ Analyst meetings or calls • Stock Exchange Announcements • Press Releases • Quarterly results announcements • Corporate profile deck and videos • Annual Report • Social media platforms	Annually / Quarterly / Need based	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for Shareholders / Investors are: • Financial Performance • Corporate governance • Business strategy • Risk management • Regulatory compliance
Employees/Worker	No	• Intranet • Training and performance management • Employee engagement events • Corporate profile deck and videos • Email communications	Continuous	Employee wellbeing and satisfaction is an integral part of the Company's growth model. The key areas of interest for employees are: • Training, professional growth and development • Well-being initiatives • Grievance redressal • Employee recognition initiatives • Human rights • Strategic business updates
Communities	Yes	• In-person meetings • Engagement through CSR partners	Continuous	Community development programs initiated by the Company's CSR activities enables driving a positive impact on the community members. The key areas of interest for community are: • Assessing community needs • Community development programs • Community grievance redressal

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Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	324	324	100%	125	125	100%
Other than Permanent	5	5	100%	3	3	100%
Total Employees	**329**	**329**	**100%**	**128**	**128**	**100%**
Workers						
Permanent	42	42	100%	31	31	100%
Other than Permanent	69	69	100%	45	45	100%
Total Workers	**111**	**111**	**100%**	**76**	**76**	**100%**

2 Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	**324**			**324**	**100%**	**125**			**125**	**100%**
Male	283			283	100%	109			109	100%
Female	41			41	100%	16			16	100%
Other than Permanent	**5**			**5**	**100%**	**3**			**3**	**100%**
Male	5			5	100%	3			3	100%
Female	-									
Workers										
Permanent	**42**			**42**	**100%**	**31**			**31**	**100%**
Male	42			42	100%	31			31	100%
Female	-					-				
Other than Permanent	**69**			**69**	**100%**	**45**			**45**	**100%**
Male	69			69	100%	45			45	100%
Female	-									

3 Details of remuneration/salary/wages:
a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR million)	Number	Median remuneration/ salary/ wages of respective category (INR million)
Executive Directors	3	18,019,992.00		
Non- Executive Directors				
Key Managerial Personnel *	1	1,980,000.00		
Employees other than BoD and KMP	285	450,000.00	41	360,000.00
Permanent Workers	42	318,900.00		

* Other than Board Members

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	1.7%	4.0%

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)

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights impact or issues.

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

The Company has internal mechanisms to address human rights grievances through email and other communication channels available as part of the Company's wider approach to grievance redressal. Employees can raise concerns directly with HR and/or their functional lead, ensuring easy access to reporting any human rights related grievances and ensuring its fair and unbiased redressal.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

During FY 2025-26, there have been no complaints made by workers or employees on any human rights issues.

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has a Whistle Blower Policy wherein all employees can report, without fear of retaliation, any wrong practices or unethical behaviour on discrimination or harassment which may have a detrimental effect on the organisation, including financial damage and impact on brand image.

The details of the complainant are kept confidential and the authenticity of the complainant's report is investigated by the assigned committee/ officer. The details regarding the investigation are also limited to the committee and kept confidential. The complainant is protected from any discrimination and harassment untill the issue is resolved.

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

The Company is committed to respecting human rights and applicable labour standards in its business operations and relationships with third parties. While specific human rights requirements are not currently incorporated as standalone clauses in all business agreements and contracts, the Company expects its business partners, suppliers, contractors and other relevant third parties to conduct their activities in accordance with applicable laws and regulations relating to human rights and labour practices, including those concerning child labour, forced labour, discrimination and sexual harassment.

10 **Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

There were no significant risks/ concerns arising from the above assessments.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1 **Details of total energy consumption (in Tera Joules) and energy intensity:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	8.10	1.60
Total fuel consumption (E)	14.40	0.83
Energy consumption through other sources (F)		
Total energy consumed from Non-renewable sources (D+E+F)	**22.50**	**2.43**
Total energy consumed (A+B+C+D+E+F)	**22.50**	**2.43**
Turnover (INR lakhs)	**10,609.00**	**3,854.00**
Energy intensity per rupee of turnover (Total energy consumption in Tera Joules/ turnover in INR lakhs)	**0.00212**	**0.00063**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Tera Joules / Revenue from operations in INR million adjusted for PPP)	**0.043**	**0.013**
Energy intensity in terms of physical output (Total energy consumption in Tera Joules/ total output)	**1.02**	**0.10**

Note: The revenue from operations has been adjusted for PPP based on a factor of 20.34 for FY 2025-26 (published by IMF) and 20.45 for 2024-25 (published by World Bank). Total production in MT has been used for the purpose of calculating intensity metrics using physical output.

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

No, the Company is not identified as designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

3 **Provide details of the following disclosures related to water:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres 'KL')		
(i) Surface water	-	-
(ii) Groundwater	10,369	400
(iii) Third party water	2,236	2,788
(iv) Seawater/ desalinated water		
(v) Others		
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	**12,605**	**3,188**
Total volume of water consumption (in KL)	**12,605**	**3,188**
Water intensity per rupee of turnover (Water consumed (KL)/ turnover in INR lakhs)	**1.19**	**0.83**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed (KL) / Revenue from operations in INR lakhs adjusted for PPP)	**24.17**	**16.91**
Water intensity in terms of physical output (Water consumed (KL)/ total output)	**572.94**	**128.53**

Note: The revenue from operations has been adjusted for PPP based on a factor of 20.34 for FY 2025-26 (published by IMF) and 20.45 for 2024-25 (published by World Bank). Total production in MT has been used for the purpose of calculating intensity metrics using physical output.

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

4 **Details related to water discharged:**

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in KL)		
Others - Landscape/Garden Area/Domestic consumption		
- No treatment	1,301	839
- With treatment	6,716	2
Total water discharged (in KL)	**8,017**	**841**

The Company has implemented a robust water treatment mechanism. As part of this, all used water from the production process is collected and treated through different processes to ensure there is are no residual harmful/hazardous components. This treated water is subsequently used by the Company for gardening purposes in the factory premises.

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

The Company has implemented Zero Liquid Discharge (ZLD) mechanism as its plant in Kadi, Mehsana. At the plant, the Company captures, treats, recycles and reuses all wastewater, ensuring no discharge into the environment. This helps in conserving water, meeting regulatory requirements, and reducing environmental impact.

6 Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY2025-26	FY2024-25
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

The Company regularly engages government-accredited third-party agencies to monitor air emissions at its manufacturing facility, in line with local pollution control requirements. During FY 2025-26, air emissions across the end-to-end operations were within permissible limits. The Company continues to monitor and explore initiatives and industry best practice to further reduce air emissions from its operations.

7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	93	48
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,645	314
Total Scope 1 & Scope 2 emissions	Metric tonnes of CO2 equivalent	**1,738**	**362**
Total Scope 1 and Scope 2 emissions per INR of turnover (Metric tonnes of CO2 equivalent/ turnover in INR lakhs)		**0.163865**	**0.093962**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations in INR lakhs adjusted for PPP)		**3.33**	**1.92**
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO2 equivalent/ total output)		**79.02**	**14.60**

Note: Scope 1 calculations are undertaken using guidelines and emissions factors prescribed by IPCC (2006 version). Latest GWP factors published as part of AR6 are used for the calculations. Bio-briguettes are assumed to be carbon neutral so only equivalent CH4 and N20 are considered for Scope 1 calculations.

Scope 2 calculations are undertaken using the emission factor prescribed by Central Electricity Authority (version 21). The Company activities do not involve any process or fugitive emissions.

The revenue from operations has been adjusted for PPP based on a factor of 20.34 for FY 2025-26 (published by IMF) and 20.45 for 2024-25 (published by World Bank). Total production in MT has been used for the purpose of calculating intensity metrics using physical output.

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

The Company engages in various energy optimization initiatives across its operations on an ongoing basis.

Alongside this, the Company is exploring various opportunities to reduce its GHG emissions from both its own operations as well as those of the third-party suppliers. The Company will provide more details as it formalises its approach to engaging with value chain partners on decarbonization initiatives.

9 Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Hazardous waste (G)	29.11	1.80
Other Hazardous waste - Liquid Lab waste (H)	18.25	6.08
Other Non-hazardous waste generated (I).		
Total in MT (A + B + C + D + E + F + G+ H + I)	**47.36**	**7.88**
Waste intensity per rupee of turnover (Total waste generated in MT / turnover in INR lakhs)	**0.00446**	**0.00204**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT/ Revenue from operations in INR lakhs adjusted for PPP)	**0.091**	**0.042**
Waste intensity in terms of physical output (Total waste generated in MT/ total output)	**2.15**	**0.32**
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		
(ii) Re-used	-	-
(iii) Other recovery operations	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration (Hazardous waste)		
(ii) Landfilling (Hazardous waste + ETP sludge)	47.36	7.88
(iii) Other disposal operations		
Total	**47.36**	**7.88**

Note: The revenue from operations has been adjusted for PPP based on a factor of 20.34 for FY 2025-26 (published by IMF) and 20.45 for 2024-25 (published by World Bank). Total production in MT has been used for the purpose of calculating intensity metrics using physical output.

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, the Company has not undertaken any independent assessment/assurance of the environmental data disclosed in the report.

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

The Company's operations generate minimal recoverable waste, limited primarily to consumables and packaging materials such as syringes, bottles and vials. All unused consumables are sold to other third-party companies for their usage. All used and unusable consumables are transferred to government approved third-party recyclers for reuse or environmentally responsible disposal. No other specific waste streams arise from the Company processes that warrant internal reclamation.

All hazardous and biological waste from the manufacturing activities is disposed off via authorised companies in line with the State Pollution Control Board's regulations. Appropriate documentation is maintained at every stage to ensure complete traceability and regulatory compliance.

Furthermore, minimum E-waste is generated from end-of-life electronic equipment and machinery. Such E-waste is also disposed off through accredited third-party reccyling facilities.

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:

The Company's manufacturing facility and offices are not located in or near ecologically sensitive areas.

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

During the financial year 2025-26, the Company has not conducted an environmental impact assessment.

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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:

Yes, the Company is compliant with applicable environmental laws and regulations in India, including the Water Act, Air Act and Environment Protection Act. The company conducts regular audits and follows prescribed environmental norms.

During FY 2025–26, there were no instances of non-compliance. The manufacturing facility holds a valid Consent to operate from the Gujarat State Pollution Control Board.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do

Essential Indicators

1 a. Number of affiliations with trade and industry chambers/ associations.
The Company has affiliations with 9 (nine) national and state level trade and industry associations/

b. List the top 10 trade and industry chambers/ associations (determined based on the

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of	National
2	The Indian Drug Manufacturers	National
3	Confederation of Indian Industry (CII)	National
4	Gujarat Chamber of Commerce &	State
5	The Associated Chambers of	National
6	The Indian Pharmaceutical Association	National
7	Association of Biotechnology Led	National
8	Federation of Pharma Entrepreneurs	National
9	Pharmaceutical Export Promotion	National

2 Provide details of corrective action taken or underway on any issues related to anti-
During FY 2025-26, no adverse orders from any regulatory authorities have been received in relation

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

During FY 2025-26, the Company did not undertake any Social Impact Assessment.

2 **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:**

During FY 2025-26, the Company did not undertake any projects which involve any form of Rehabilitation and Resettlement (R&R).

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

The Company treats all communities around its plant operations as one of the key stakeholders and engages with the communities on an ongoing basis. The communities have access to grievance redressal in case of any issues/complaints using the mechanism prescribed under the Whistleblower policy.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	14.9%	10.2%
Directly from within India	85.6%	89.7%

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

Location	FY 2025-26	FY 2024-25
Rural	18.8%	11.4%
Semi-Urban	8.0%	12.0%
Urban	0.0%	0.0%
Metropolitan	73.2%	76.7%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The QA/QC team is responsible for managing customer complaints relating to product quality, conducting thorough investigations to identify root causes and implement appropriate corrective and preventive actions. Where necessary, the team manages incidents involving product recalls or withdrawals to protect consumers and ensure regulatory compliance. Complaint investigations often involve close collaboration with customers as well as suppliers to validate findings and resolve quality issues effectively.

Insights gained from customer feedback are used to drive continuous improvement in product quality, supplier performance, and manufacturing processes, supporting the organisation's commitment to product stewardship and customer satisfaction.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of the finished products sold to end customers have a note on responsible consumption. Additionally, all of the relevant packaging also includes a note on recycling and safe disposal.
Safe and responsible usage	
Recycling and/or safe disposal	

Note: The above disclosures are applicable only for products sold directly to end customers. These KPIs are not applicable in case of intermediary products sold to companies that manufacture their own finished products.

3 Number of consumer complaints in respect of the following:

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade	Nil	Nil		Nil	Nil	
Unfair Trade	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

During FY 2025-26, there have been no complaints from customers across any parameters.

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls	Nil	

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

Yes, the Company has established processes for cyber security and data privacy. The IT team is responsible for implementation and assessment of the end-to-end operations for any vulnerabilities. The Company maintains back-up of all data on an ongoing basis to avoid any disruption from cyber security risks. Through ongoing monitoring and IT controls, the Company proactively implements measures to mitigate any cyber security and data privacy risks.

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.

During FY 2025–26, there were no reported issues relating to advertising, delivery of essential services, cybersecurity, or customer data privacy. There were no product recalls and no penalties or actions from regulatory authorities on product or service safety. As a result, no corrective actions were required during the year.

7 Provide the following information relating to data breaches:

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

No instances of data breach have occurred during FY 2025-26.

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