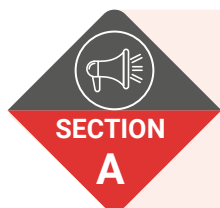


Kopran

Business Responsibility and Sustainability Report 2024-25

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L24230MH1958PLC011078
2.	Name of the Company	Kopran Limited
3.	Year of Incorporation	1958
4.	Registered Office Address	Parijat House, 1076, Dr E Moses Road, Worli, Mumbai – 400 018, Maharashtra
5.	Corporate Address	
6.	Email Address	investors@kopran.com
7.	Telephone	+ 91-22-43661111
8.	Website	http://www.kopran.com/
9.	Financial Year Reported	2024-25
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 48.29 Crs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sunil Sodhani Email: cs@kopran.com Telephone: 022 4366 1251
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).	Consolidated basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Pharmaceuticals	Manufacturing of pharmaceuticals and medicinal products	100%

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Formulations	21001	42.62%
2	Active Pharmaceutical Ingredients	21001	57.38%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	0	0	0

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	100+

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

67%

c. Types of customers

The Company's customer base comprises distributors, pharmacy chains, hospitals, government institutions, retail consumers, and other pharmaceutical companies.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	796	705	88.57	91	11.43
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	796	705	88.57	91	11.43
WORKERS						
4.	Permanent (F)	228	228	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	228	228	100	0	0

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	5	38.46%
Key Management Personnel	5	2	40.00%

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	14%	21%	25%	16%	22%	23%	11%	22%
Permanent Workers	Nil			Nil			Nil		

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

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

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Kopran Research Laboratories Limited	Subsidiary	99.56	Yes
2	Kopran Lifesciences Limited	Subsidiary	99.89	No
3	Kopran (H.K.) Limited	Subsidiary	100	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in Rs.): **6,29,60,42,624.58**

(iii) Net worth (in Rs.): **4,31,43,77,835**

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No)(If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		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 manager administration for environment health and safety (EHS). Communities can submit their grievances at https://www.kopran.com/contact-us/	Nil	Nil	NA	1	0	NA

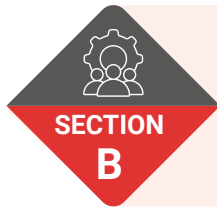
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No)(If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	No	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes, the Company offers a structured approach to address any concerns or grievances raised by the shareholders. The same can be reviewed on the following web-link: http://www.scores.gov.in/ Also, shareholders can register the complaints on the email id investors@kopran.com and they can access this link for more information https://www.kopran.com/investors/investor-informations/	Nil	Nil	NA	1	Nil	NA
Employees and workers	Yes, the Company has POSH and whistle-blower policies available at hr@kopran.com also employees can submit their grievances at https://www.kopran.com/contact-us/	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, customer can submit their grievances at https://www.kopran.com/contact-us/	53	01	Complaint pending resolution at close of the year was received on 11 March 2025 and closed in May 2025.	12	Nil	NA
Value Chain Partners	Yes, Value chain partners can submit their grievances at https://www.kopran.com/contact/	Nil	Nil	NA	Nil	Nil	NA

26. Overview of the Company's material responsible business conduct and sustainability issues 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	Product quality and safety	Risk	Product quality and safety are critical to protecting patient health and ensuring regulatory compliance. Any lapse in quality standards may result in legal exposure, reputational damage, and financial losses stemming from product recalls or regulatory sanctions.	To mitigate these risks, the Company has established a robust Quality Management System and follows strict Good Manufacturing Practices. These practices encompass risk assessments of manufacturing facilities, supplier qualification processes, employee training, rigorous product testing, regulatory adherence, effective handling of customer feedback, and a focus on continuous improvement. In addition, the Quality Assurance department regularly conducts audits to ensure full compliance with the Company's stringent quality standards.	Negative
2	Innovation	Opportunity	Innovation plays a key role in developing new pharmaceutical products, strengthening competitive advantage, expanding into new markets, safeguarding intellectual property, building strategic collaborations, and enhancing brand equity. By embracing innovation, the Company can unlock opportunities for growth, establish market leadership, and increase brand recognition.	Cultivating a culture of creativity and openness to emerging technologies is essential. Encouraging idea generation, partnering with industry experts, and investing in research and development are vital strategies that fuel product innovation, drive market expansion, and support long-term, sustainable growth.	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Sustainable Supply chain	Risk	Ensuring sustainability within the supply chain is essential for maintaining operational licenses, avoiding regulatory penalties, ensuring product safety and efficacy, enhancing traceability, and preserving product authenticity and integrity. The use of sustainable practices in packaging, transportation, and storage helps prevent contamination, degradation, and other quality issues that could compromise the effectiveness of pharmaceutical products.	To strengthen supply chain resilience, the Company has established a robust evaluation system to assess the impact of unforeseen disruptions. In addition, a comprehensive contingency plan has been developed to mitigate potential risks, safeguard business continuity, and ensure uninterrupted operations.	Negative
4	Regulatory compliance	Risk	Non-compliance with regulations and industry standards can result in serious repercussions, including legal proceedings, financial penalties, and even criminal charges. Regulatory authorities such as the FDA or EMA have the power to impose significant fines and suspend or revoke operational licenses. Non-compliance may also lead to product recalls or market withdrawals, restricting market access and limiting participation in government tenders. Maintaining compliance is therefore essential to safeguarding the Company's reputation and avoiding financial setbacks.	To mitigate such risks, the Company is actively expanding its presence in larger markets and strengthening its regulatory capabilities in key geographies. This includes ongoing engagement with regulatory agencies to ensure alignment and preparedness, thereby reducing exposure to external risks. The Company is inspected at regular intervals by regulatory bodies like US FDA, EU GMP, etc.	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)
5	Environmental performance and climate change	Risk	Pharmaceutical manufacturing, energy use, and transportation activities are key contributors to greenhouse gas (GHG) emissions. Ineffective carbon emissions management can result in regulatory non-compliance, increased operational costs, and reputational risks. Failure to adhere to environmental regulations may lead to penalties, litigation, and significant damage to the Company's public image. Additionally, climate change-related impacts—such as extreme weather events and evolving disease patterns—pose serious threats to supply chains, infrastructure, and business operations, while also prompting the introduction of more stringent climate policies and regulations.	To ensure long-term business continuity and maintain product availability, the Company recognizes the importance of building climate resilience. Proactively addressing both physical and transitional climate risks, the Company is focused on decarbonizing operations, implementing GHG emission reduction strategies, and conducting climate risk assessments to protect assets and operations. These measures are critical in maintaining stakeholder trust, customer loyalty, and overall market competitiveness. The Company stays fully compliant with the norms set by State Pollution Control Board as well as with Central Pollution Control Board.	Negative
6	Investment in R&D	Opportunity	Investments in Research and Development (R&D) result in the creation of valuable intellectual property, offering market exclusivity and generating new revenue streams. Successful R&D initiatives facilitate regulatory approvals, enable market entry, and support expansion into new therapeutic areas. They also foster collaborations and partnerships with research institutions, promoting knowledge sharing and accelerating the pace of innovation.	By strategically allocating resources and cultivating a culture of innovation, the Company can develop cutting-edge products and solutions. A strong focus on R&D enhances competitiveness and positions the Company to effectively respond to evolving market needs and emerging opportunities.	Positive


MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9						
Policy and management processes																
1.	a. Whether the Company’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
	c. Weblink of the policies, if available	<ul style="list-style-type: none">• Policy for Determining Materiality of Events or Information• Policy on Board Diversity• Nomination and Remuneration Policy• Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information• Archival Policy• Corporate Social Responsibility Policy• Material Subsidiary Policy• Policy On Related Party Transaction• Code Of Conduct• Whistle Blower Policy• Policy for Dividend Distribution• Business Responsibility Policy• Risk Management Policy• Prevention of Sexual Harassment at Workplace (POSH) Policy Web-link for the company’s policies: https://www.kopran.com/investors/company-policies/														
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
3.	Do the enlisted policies extend to the Company’s value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<table><tr><th>Principle/Aspect</th><th>Standard/Certification/Code</th></tr><tr><td>Product Quality & Safety</td><td>EU GMP, US FDA, WHO GMP, MHRA (UK), Health Canada, SAPHRA (South Africa), MMA (Malta), COFEPRIS (Mexico), ANVISA (Brazil), MFDS (Korea), etc.</td></tr><tr><td>Regulatory Compliance</td><td>FDA Philippines, DAV Vietnam, FDA Thailand, TMDA Tanzania, NDA Uganda, PPB Kenya, EFDA Ethiopia, MCAZ Zimbabwe, MOH Oman, MOH Iraq, MOH Yemen, ISP Chile</td></tr></table>									Principle/Aspect	Standard/Certification/Code	Product Quality & Safety	EU GMP, US FDA, WHO GMP, MHRA (UK), Health Canada, SAPHRA (South Africa), MMA (Malta), COFEPRIS (Mexico), ANVISA (Brazil), MFDS (Korea), etc.	Regulatory Compliance	FDA Philippines, DAV Vietnam, FDA Thailand, TMDA Tanzania, NDA Uganda, PPB Kenya, EFDA Ethiopia, MCAZ Zimbabwe, MOH Oman, MOH Iraq, MOH Yemen, ISP Chile
Principle/Aspect	Standard/Certification/Code															
Product Quality & Safety	EU GMP, US FDA, WHO GMP, MHRA (UK), Health Canada, SAPHRA (South Africa), MMA (Malta), COFEPRIS (Mexico), ANVISA (Brazil), MFDS (Korea), etc.															
Regulatory Compliance	FDA Philippines, DAV Vietnam, FDA Thailand, TMDA Tanzania, NDA Uganda, PPB Kenya, EFDA Ethiopia, MCAZ Zimbabwe, MOH Oman, MOH Iraq, MOH Yemen, ISP Chile															

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	While the Company has not yet established specific ESG goals and targets with defined timelines, it remains committed to advancing its sustainability journey. Recognizing the importance of structured objectives, the Company is actively working toward formulating measurable goals across key environmental, social, and governance areas. This future-focused approach will enable more effective tracking of progress, enhance accountability, and align with evolving industry standards and stakeholder expectations.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.									

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)	<p>At Kopran, we recognize that environmental, social, and governance (ESG) considerations are integral to long-term business resilience and stakeholder trust. While navigating a dynamic regulatory and operational landscape, we continue to strengthen our ESG framework through ethical business practices, transparent governance, and inclusive stakeholder engagement.</p> <p>Our journey is marked by ongoing efforts to embed sustainability into core operations—ranging from enhancing employee welfare and community development to reinforcing compliance and ethical conduct through robust governance mechanisms, including a whistle-blower policy. Though challenges persist, we remain focused on building internal capabilities, fostering innovation, and aligning with global ESG standards to create meaningful impact and sustainable value for all stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Name: Mr. Surendra Somani</p> <p>Designation: Executive Vice Chairman</p> <p>Email: ss@kopran.com</p> <p>Tel: 4366-1111</p>								
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.	No								

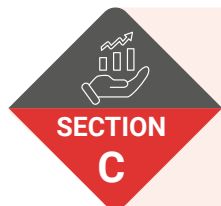
10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The senior leadership team, including the Executive Director, periodically reviews and assesses the Company's business responsibility policies, making necessary modifications as needed.									Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company consistently adheres to relevant rules and regulations.									Need basis								

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

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)	NA								
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)									



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 Indicator:

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	1	Familiarisation topic	50%
Key Managerial Personnel	6	Securities Law	50%
Employees other than Board of Directors and KMPs	1	Communication Training	100%
Workers	62	Data Integrity, Team Building, Continuous Improvement Programme, Professional Excellence, Personal Hygiene, Leadership Programme, Safety, Regulatory Audit, ERP Awareness	100%

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

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

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

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

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

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

Yes, the Company's Business Responsibility Policy strictly prohibits corruption by Directors and employees, reflecting its strong commitment to ethical business conduct. Furthermore, the Company has implemented a Code of Conduct applicable to its Directors, Key Managerial Personnel (KMPs), and Senior Management, upholding the highest standards of corporate governance.

Policy Links: [Business Responsibility Policy](#), [Code of Conduct](#)

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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

Number of complaints received in relation to issues of Conflict of Interest of the Directors

During the current financial year, no complaints were received regarding conflicts of interest involving the Directors or KMPs.

During the previous financial year, no complaints were received regarding conflicts of interest involving the Directors or KMPs.

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.

NA

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	108	103

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	19.41%	11.12%
	Number of trading houses where purchases are made from	59	58
	Purchase from top 10 trading houses as % of total Purchase from trading houses	72.94%	74.63%
Concentration of Sales	Sales to dealer / distributors as % of total sales	Nil	Nil
	Number of dealers / distributors to whom sales are made	Nil	Nil
	Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	Nil	Nil
Share of RPTs in	Purchases (Purchases with related parties as % of Total Purchases)	0.90%	0.24%
	Sales (Sales to related parties as % of Total Sales)	Nil	Nil
	Loans & advances given to related parties as % of Total loans & advances	Nil	Nil
	Investments in related parties as % of Total Investments made	Nil	Nil

Leadership Indicators**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

The Company has instituted policies to effectively mitigate and manage potential conflicts of interest among Board members. In cases where a conflict may arise, the concerned individual is required to fully disclose all relevant facts and circumstances to the Board of Directors. Any such situation must receive the Board's approval before proceeding.

Summary of the Company's Code of Conduct

- Applicability: The Code applies to the Board of Directors and the Senior Manager.
- Ethical Standards: All Members must uphold the highest standards of ethical conduct and integrity.
- Conflict of Interest: Directors and Senior Manager must disclose any potential conflicts of interest. A conflict exists when:
 - A Director's and Senior Manager personal interests are in opposition to the interests of the Company.
 - A Director and Senior Manager or their relative stands to gain improper personal benefit due to their position.
- Examples of Conflicts of Interest:
 - Receiving personal benefits from entities doing or seeking to do business with the Company.
 - Accepting compensation for services related to the Company from any non-Company source.
 - Offering, giving, or receiving gifts aimed at influencing business decisions.

Principle 2: Business should provide goods and services in a manner that is sustainable and safe**Essential Indicator:****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	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D	Nil	Nil	NA
Capex	Nil	Nil	NA

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

Yes, while the Company does not have direct control over all elements of its value chain, it remains committed to fostering sustainability across its network of partners, including third-party manufacturers, service providers, transporters, and raw material suppliers. The Company actively encourages these stakeholders to adopt responsible and sustainable practices.

To support this commitment, the Company has implemented robust vendor management and transport validation procedures. These include regular, risk-based validations of sourcing partners. Additionally, an annual vendor rating system has been established to monitor and promote sustainable practices, serving as an effective tool to drive continuous improvement across the value chain.

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

35%

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.

(a) Plastics (including packaging)	<p>The Company has developed a strategic action plan aligned with the Plastic Waste Management Rules, 2016, as amended from time to time, to ensure responsible handling of plastic waste. Under this initiative, waste management agencies authorized by the Central Pollution Control Board (CPCB) have been engaged to strengthen the processes of plastic waste collection, segregation, and recycling. These efforts are carried out in collaboration with urban local bodies and waste collector communities.</p> <p>The plan includes a comprehensive approach encompassing the collection and segregation of plastic waste, establishment of dry waste collection centres, implementation of disposal mechanisms, promotion of recycling, and awareness-building initiatives on plastic waste management. Plastic waste is directed to authorized scrap dealers for responsible processing.</p> <p>Additionally, the Company ensures proper e-waste disposal through certified local vendors. As a member of Taloja's Hazardous Waste Management system, the Company complies with all relevant regulations and carefully evaluates requirements before sending hazardous waste for appropriate treatment, including landfill disposal or environmentally safe incineration.</p>
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

Yes, the Company fully acknowledges and complies with the guidelines under the Extended Producer Responsibility (EPR) framework. Its waste collection strategy is structured in accordance with the EPR action plan, ensuring compliance with norms related to plastic packaging and all applicable statutory regulations.

The Company also ensures that the generation of solid waste and effluents remains within the permissible limits prescribed by the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCBs). Furthermore, the disposal of expired drugs and pharmaceutical waste is carried out in strict adherence to the guidelines issued by relevant regulatory authorities, including the Food and Drug Administration (FDA), and is managed through the distributor network.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material [#]	
	FY 2024-25	FY 2023-24
	NA	NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA			NA		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

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#	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	705	145	20.57	668	94.75	0	0	0	0	0	0
Female	91	8	8.79	86	94.51	91	100	0	0	0	0
Total	796	153	19.22	754	94.72	91	100	0	0	0	0
Other than Permanent employees											
Male	Nil										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	228	228	100	228	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	228	228	100	228	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	Nil										
Female											
Total											

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	11.71%	28%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	30%	0	Yes
Others- please specify	N.A.			N.A.		

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.

The Company has taken proactive measures to create an inclusive and accessible environment for employees and workers with disabilities. Its offices and manufacturing plants are equipped with elevators and disabled-friendly doors, in alignment with the provisions of the Right to Persons with Disabilities Act, 2016. Additionally, the Company is progressively enhancing accessibility by incorporating features such as ramps, braille signage, and wheelchairs to further improve ease of movement within its premises.

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.

The Company's Business Responsibility Policy is committed to equality. It guarantees equal opportunities for all individuals, irrespective of their caste, creed, gender, race, religion, disability, or sexual orientation. This pledge of equality is not confined to the recruitment phase but is a constant throughout the tenure of employment. Web-link to the policy:

<https://www.kopran.com/wp-content/uploads/2024/08/Business-Responsibility-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	<p>The Company's Human Resource department is well-equipped to address employee concerns through a transparent and structured grievance redressal system that is deeply embedded within the organizational framework. This mechanism is designed to effectively recognize and resolve grievances raised by employees and workers across all levels.</p> <p>The presence of this system reflects the Company's strong commitment to fostering a fair, responsive, and supportive work environment. By ensuring prompt and impartial resolution of issues, the Company aims to build trust, enhance employee satisfaction, and promote overall well-being within the workforce.</p>
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	796	0	0	611	0	0
- Male	705	0	0	611	0	0
- Female	91	0	0	0	0	0
Total Permanent Workers	228	228	100	231	231	100%
- Male	228	228	100	231	231	100%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	705	409	58.01%	409	58.01%	533	388	72.79%	388	72.79%
Female	91	44	48.35%	44	48.35%	78	48	61.54%	48	61.54%
Total	796	453	56.91%	453	56.91%	611	436	71.36%	436	71.36%
Workers										
Male	228	197	86.40%	197	86.40%	231	190	82.25%	190	82.25%
Female	0	0	0	0	0	0	0	0	0	0
Total	228	197	86.40%	197	86.40%	231	190	82.25%	190	82.25%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	705	477	67.66%	533	120	22.51%
Female	91	53	58.24%	78	38	48.72%
Total	796	530	66.58%	611	158	25.85%
Workers						
Male	228	18	7.89%	231	12	5.19%
Female	0	0	0	0	0	0
Total	228	18	7.89%	231	12	5.19%

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 Company has implemented a comprehensive Environment, Health and Safety (EHS) Management System across its operations. The system is supported by a formally adopted EHS policy, on-site emergency procedures, and standard operating procedures (SOPs) covering safe working practices. Internal and external safety audits are regularly conducted to ensure adherence and continuous improvement.

- 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 adopts a systematic approach to identifying work-related hazards and assessing risks. This includes conducting daily safety rounds and implementing formal processes such as Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP). These assessments are documented and regularly reviewed to proactively mitigate potential risks within the workplace.

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

Yes. The Company has instituted a Central Safety Committee (CSC) comprising equal representation from management and workers. This committee serves as a platform for workers to report unsafe conditions and practices. It is empowered to take prompt corrective measures to eliminate or mitigate such hazards, thereby enabling employees to remove themselves from risky situations when necessary.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services as part of the Company's commitment to ensuring their overall well-being.

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

Safety Incident /Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	7
	Workers	Nil	5
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company has implemented a comprehensive Quality and Safety Management System to ensure a safe, hygienic, and compliant work environment across all its facilities. This includes adherence to Good Manufacturing Practices (GMP) and international safety standards applicable to the pharmaceutical sector.

Key measures undertaken by the Company include:

- **Establishment of SOPs and Safety Protocols:** The Company has developed detailed Standard Operating Procedures (SOPs) for all critical operations. Specialised hazard identification systems such as HIRA (Hazard Identification and Risk Assessment) and HAZOP (Hazard and Operability Study) are in place to proactively assess and mitigate safety risks.
- **Regular Safety Audits and Inspections:** Both internal and external audits are carried out regularly to evaluate safety performance and regulatory compliance. Daily safety rounds are also conducted as part of routine checks.
- **Central Safety Committee:** A Central Safety Committee (CSC), with equal representation from management and workers, actively monitors and addresses workplace safety concerns. This committee enables employees to report hazards and ensure timely corrective action.
- **Emergency Preparedness:** On-site emergency procedures have been defined and are tested periodically to ensure preparedness for any untoward incidents.
- **Occupational and Non-Occupational Health Services:** Employees and workers have access to both occupational health checks and non-occupational medical services, supporting their holistic well-being.
- **Clean and Hygienic Facilities:** The Company maintains high standards of hygiene and infrastructure at its plants, including clean drinking water, sanitised restrooms, hygienic food services, proper ventilation, lighting, fire safety systems, and readily available first aid kits.

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

	FY 2024-25			FY 2023-24		
	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						
Health & Safety		Nil			Nil	

15. 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	100%

16. 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 adopts a proactive approach to managing workplace safety by conducting risk assessments such as HIRA (Hazard Identification and Risk Assessment) and HAZOP (Hazard and Operability Study) prior to initiating any new processes. These assessments help identify potential hazards and critical risks, which are then reviewed by relevant teams, including the Central Safety Committee. Based on the findings, appropriate corrective actions are implemented to mitigate risks—such as modifying procedures, enhancing safety controls, or providing targeted employee training. This systematic approach ensures continuous improvement in health and safety practices and working conditions across the organisation.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employee: Yes

Workers: Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company ensures that all agreements and contracts established with its value chain partners incorporate clauses that mandate the deduction and deposit of statutory dues.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks/concerns are observed.

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

Essential Indicator:

1. Describe the processes for identifying key stakeholder groups of the Company.

Stakeholders play a crucial role in the Company's achievement of both financial and non-financial goals. The Company values its internal and external stakeholders equally and maintains ongoing communication through multiple channels. This engagement helps the Company better understand stakeholder concerns, expectations, and its responsibilities toward them. Key stakeholder groups identified by the Company include shareholders, employees, patients, healthcare professionals, suppliers, regulators, and the community.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholder	No	<ul style="list-style-type: none"> Annual/ quarterly reports Issuing specific event based press releases Investor presentations AGM Website Investor Conference Call 	Quarterly/ need-basis	<ul style="list-style-type: none"> Promote transparency, trust and alignment Provide regular updates on financial performance Return and dividend to investors and shareholders Address concerns and expectations Gather feedback from shareholders and investors Enable informed decision making by shareholders and investors
Government and Regulators	No	<ul style="list-style-type: none"> Meetings Facility visits Official communications Statutory publications 	Need-basis	<ul style="list-style-type: none"> Reply to queries with respective government departments and have in person meeting with the government authorities. Comply with relevant laws, regulations, and guidelines Collaborate with Government agencies to Address industry specific challenges and concerns Participate in consultations and policy discussions to contribute industry expertise Cooperate with regulatory inspections and audits, ensuring transparency and cooperation

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Supplier/ Vendor/ Third party manufacturer	No	<ul style="list-style-type: none"> • Meetings • Visits • Supplier audit • Facility visits • E-mails 	Need-basis and ongoing	<ul style="list-style-type: none"> - Establish clear expectations and standards for suppliers, vendors, and third-party manufacturers - Conduct thorough due diligence when selecting suppliers and third-party partners - Monitor and evaluate the performance of suppliers, vendors and third-party manufacturers - Encourage continuous improvement in quality, delivery, and ethical standards - Promote responsible supply chain management and ethical business conduct throughout the supply chain - We have established standard testing procedures.
Customers	No	<ul style="list-style-type: none"> • In-person meetings • E-mails • Customer feedback sessions • Conferences • Seminars 	Need-basis and ongoing	<ul style="list-style-type: none"> - Provide exceptional customer service and support - Address customer inquiries, concerns, and complaints in a timely and satisfactory manner - Gather customer feedback to continuously improve products and services - Ensure product safety, reliability, and compliance with relevant regulations - Provide accurate and transparent product information to customers - Continuously innovate and introduce new products to meet changing customer demands - We receives product specification from the customers & we generally adhere to the same.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Senior management interactions • HR communications • Employee engagement • E-mail 	Ongoing	<ul style="list-style-type: none"> - Foster a safe and inclusive work environment that promotes employee well-being - Provide opportunities for professional growth, development, and advancement - Recognise and reward employee achievements and contributions - Provide a conducive atmosphere for collaboration, teamwork, and innovation - Offer training and skill development programmes to enhance employee capabilities, - Encourage employee engagement and involvement in decision-making processes - Provide a grievance redressal mechanism and a platform for feedback and suggestions
Community	Yes	<ul style="list-style-type: none"> • Engagement through NGO partners • Village Panchayat 	Need-basis and ongoing	<ul style="list-style-type: none"> - Engage in corporate social responsibility initiatives to benefit local communities, - Contribute to community development and improvement projects - Collaborate with local organisations and stakeholders for community initiatives, - Address community concerns and grievances in a timely and efficient manner

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company's management engages consistently with key stakeholders through various mechanisms designed to analyze, plan and implement stakeholder engagement activities. This approach enables the effective translation of stakeholder needs into organizational objectives, serving as a cornerstone for strategic planning and execution.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company identifies and prioritizes key environmental, social, economic, and governance (ESG) issues through ongoing stakeholder consultations. These material topics are then mapped to corresponding risks. As part of its risk management framework, the Company develops targeted strategies and action plans to effectively mitigate the identified risks.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company's Corporate Social Responsibility (CSR) initiatives focus on supporting underprivileged, vulnerable, and marginalized communities. Its CSR mandate prioritizes critical areas such as education, gender equality, women empowerment, and addressing hunger, poverty, nutrition, and healthcare.

Principle 5: Business should respect and promote human rights

Essential Indicator:

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	796	Nil	NA	611	Nil	NA
Other than Permanent	Nil	Nil	NA	Nil	Nil	NA
Total Employees	796	Nil	NA	611	Nil	NA
Workers						
Permanent	228	Nil	NA	231	Nil	NA
Other than Permanent	Nil	Nil	NA	308	Nil	NA
Total Workers	228	Nil	NA	539	Nil	NA

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

Category	FY 2024-25					FY 2023-24				
	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										
Male	705	Nil	NA	705	100%	533	Nil	NA	533	100%
Female	91	Nil	NA	91	100%	78	Nil	NA	78	100%
Other than Permanent										
Male	NA					NA				
Female										

Category	FY 2024-25					FY 2023-24				
	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)
Workers										
Permanent										
Male	228	Nil	NA	228	100%	231	Nil	NA	231	100%
Female	NA					NA				
Other than Permanent										
Male	NA					308	Nil	NA	308	100%
Female	NA					NA				

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	1,45,62,861	0	0
Key Managerial Personnel	2	23,09,179	2	7,79,629
Employees other than BoD and KMP	701	3,80,058	89	3,42,173
Workers	228	5,93,687	0	0

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	NA	NA

Note: The Company provided wages to workers. As there are no female workers currently on staff, the category has been marked as 'Not Applicable'.

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 the Human Resources Department is responsible for overseeing and addressing any human rights impacts or issues arising from the Company's business operations or those it may contribute to.

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

The Company is firmly committed to upholding ethical conduct across its operations and throughout its value chain. It actively assesses human rights-related risks by closely reviewing stakeholder feedback and grievances. Responsibility for managing and addressing any human rights impacts arising from the Company's activities lies with the Head of the Human Resources Department.

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

The details are provided below:

	FY 2024-25			FY 2023-24		
	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	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human rights related issues						

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

	FY 2024-25	FY 2023-24
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
ii) Female employees / workers		
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld		

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

The Company places strong emphasis on fostering a workplace that is free from discrimination and harassment, ensuring the safety and well-being of all employees. To address complaints related to sexual harassment, an Internal Committee has been established in accordance with legal requirements and is duly registered with the District Collector's Office—reflecting the Company's commitment to transparency and regulatory compliance.

Further reinforcing this stance, the Company's Business Responsibility Policy underscores its dedication to maintaining a discrimination-free environment. This protection extends to all employees, regardless of their employment status—whether permanent, contractual, temporary, or trainee.

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

No

10. Assessment for the year:

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

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

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Nil

2. Details of the scope and coverage of any Human rights due diligence conducted.

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company ensures its premises—including corporate offices and manufacturing plants—are designed to be inclusive and accessible to all employees, workers, and visitors, regardless of physical abilities. Key infrastructure elements such as ramps, sidewalks, and elevators have been installed across all locations to support mobility for individuals with diverse needs. Additionally, strategically placed signboards throughout the facilities assist those who use hearing aids.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NA

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

Essential Indicator:

1. Details of total energy consumption (Giga Joule) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C) (Steam generation through Briquettes) (Steam generation through FO)	90,194.41	86,008.11
Total energy consumed from renewable sources (A+B+C)	90,194.41	86,008.11

Parameter	FY 2024-25	FY 2023-24
From non-renewable sources		
Total electricity consumption (D)	61,172.03	46,415.95
Total fuel consumption (E)	4,712.86	1,904.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	65,884.89	48,319.95
Total energy consumed (A+B+C+D+E+F)	1,56,079.30	1,34,328.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	2.48	2.18
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	51.24	45.04
Energy intensity in terms of physical output	0.14	0.31
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 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

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	11,162	98,200
(ii) Groundwater	25,200	35,400
(iii) Third party water	1,10,039	928
(iv) Seawater / desalinated water	0	Nil
(v) Others	190	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,46,591	1,34,528
Total volume of water consumption (in kilolitres)	82,491	98,028
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.31	2.19
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	27.07	45.25
Water intensity in terms of physical output	0.08	0.31
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.		

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	2,420	36,500
- No treatment	0	0
- With treatment – please specify level of treatment	2,420	36,500
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2024-25	FY 2023-24
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	61,680	0
- No treatment	0	0
- With treatment – please specify level of treatment	61,680	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	64,100	36,500
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	No

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

The Company is a proud member of respected organizations including CTP, MMA-CTP, and PETL. Demonstrating its commitment to environmental responsibility, the Company has established an Effluent Treatment Plant (ETP) to manage wastewater treatment effectively. While Zero Liquid Discharge (ZLD) has not yet been achieved at any of the Company's facilities, ongoing efforts are underway to promote eco-friendly practices and progress towards the implementation of ZLD.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	ug/m3	31.7	31.8
SOx	ug/m3	37.5	36.7
Particulate matter (PM)	ug/m3	47.6	58.8
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others	No	No	No
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.			

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,132	14,222
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,608.42	8,460
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rs. In Crore	0.46	0.48

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Rs. In Crore US Dollar	9.50	9.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ Kg	0.027	0.053
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.			

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

The Company has adopted eco-friendly automation practices to enhance resource efficiency and support sustainable manufacturing. These initiatives have contributed to significant reductions in energy consumption and waste generation.

- A 350 KVAR power factor panel has been installed to minimize harmonics and maintain a high power factor of 0.998 in utility operations.
- Energy-efficient upgrades include the replacement of 40W fluorescent lights with 110 units of 20W LED fixtures in the PM warehouse and service floor.
- Voltage stabilizers (20 kVA and 15 kVA) have been deployed to ensure consistent voltage levels between 210V and 255V, reducing power usage.
- Emission levels are kept within permissible limits through collaboration with regulatory bodies and by optimizing the use of natural resources.
- To further enhance energy efficiency, the Company has installed low-energy consumption sludge dewatering systems, replacing traditional filter presses that used air compressors.
- Variable Frequency Drives (VFDs) have been integrated into equipment such as reactors, AHUs, multimills, and chilling plants to optimize energy consumption under varying load conditions.

Renewable Energy Initiatives:

- The Company has installed 25 solar-powered street light fixtures as part of its renewable energy commitment.

Carbon Offsetting and Greening Efforts:

- Tree plantation drives have been carried out across open premises.
- A green belt is being developed on leased land to support environmental conservation and promote a clean, green workplace.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.012	1.8
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	139.57	42.53

Parameter	FY 2024-25	FY 2023-24
Used spent oil	4.1	1.68
Distillation Residue	8.9	4.03
Process Residue & Waste	5.7	1.34
Spent carbon	30.5	2.18
ETP Sludge	55.37	32.1
Concentration or Evaporation residue	35	-
ATFD Sludge	0	1.2
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	-
Total (A+B + C + D + E + F + G + H)	139.582	44.33
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0022	0.00072
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.045	0.016
Waste intensity in terms of physical output	0.00013	0.00010
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	12.95
(ii) Landfilling	57.2	31.38
(iii) Other disposal operations	45.2	Nil
Total	102.4	44.33
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.		

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

The Company is dedicated to implementing strong waste management practices, focusing on recycling and strict compliance with environmental regulations. It collaborates closely with vendors to reduce the use of hazardous chemicals. All treated waste is responsibly disposed of through Mumbai Waste Management Limited. Workplace safety is further enhanced by utilizing scrubbers and gas detectors. Additionally, the Company rigorously adheres to Taloja's Hazardous Waste Management regulations, ensuring the responsible treatment of hazardous waste.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area – NA
- (ii) Nature of operations – NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		

Parameter	FY 2024-25	FY 2023-24
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
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.	NA	

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	The Company has focused on Scope 1 and Scope 2 emissions for the current year, Scope 3 emissions data, including GHG breakdown, is not reported at this stage.		
Total Scope 3 emission intensity			
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Process improvement in API yield and packing automation	Automation of packing lines in formulations and continuous process optimisation in API manufacturing were undertaken to improve yield and reduce waste.	Improved productivity, reduced operational losses and resource wastage, and enhanced overall compliance.
2	R&D-driven innovation and process patenting	Filed and received process patents for Nitroxoline in India, with filings in EU and China. Introduced new complex molecules such as Montelukast Sodium, Rosuvastatin Calcium, and Ertapenem.	Strengthened IP portfolio, reduced time-to-market, and improved formulation efficiency with sustainability benefits in production cycles.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has established an On-site Emergency Plan to provide clear guidance for effectively managing emergencies at the workplace, aiming to minimize adverse impacts on people, business operations, and the environment. This plan prepares the organization for both anticipated and unexpected incidents.

Industrial units face various natural and man-made risks. Natural disasters include floods, cyclones, earthquakes, and tsunamis, while man-made disasters may involve major fires, explosions, significant toxic or flammable gas leaks, building collapses, vehicle accidents, transportation hazards, and sabotage. Emergencies of this magnitude can severely disrupt production, cause loss of life and property, and harm the environment.

Effective management of such emergencies requires prompt and coordinated action by operating staff, emergency teams, external agencies, and others as needed. Rapid communication, rescue efforts, and evacuation (when necessary) are critical to minimizing harm to people.

The emergency plan's primary purpose is to reduce losses to human life, plant assets, and the environment, and to restore normal operations as swiftly as possible. Speed is essential in all response actions.

Basic Objectives of the On-site Emergency Plan:

- Identify the emergency and the affected area.
- Communicate the type of emergency and initiate appropriate response actions.
- Contain and ultimately control the incident to minimize damage to property, life, and environment.
- Rescue and provide treatment to casualties while ensuring the safety of others.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

NA

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Nil

8. How Many green credits have been generated or produced

- a. By the listed entity- **NA**
- b. By the top ten (in terms of value of purchase and sales respectively) value chain partners- **NA**

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicator:

- a. Number of affiliations with trade and industry chambers/associations.
 - 5
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the 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	Industrial Association- Khopoli (IAK)	State
2	Bombay Chamber of Commerce	State
3	Mahad Manufacturing Associations	State
4	Panoli Industries Association	State
5	Panoli Envro Technology Limited	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the Company:

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others- please specify)	Web Link, if available
Nil					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicator:

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
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Company has not initiated any greenfield projects in the financial year and hence no Social Impact Assessment was conducted.

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

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

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

The Company has established strong mechanisms to receive and resolve community grievances. By holding regular meetings with impacted community members, the Company gains a clear understanding of their concerns and challenges. These dialogues enable the Company to identify effective solutions and work towards mitigating the difficulties faced by the community.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	32.40%	-
Sourced directly from within India	67.60%	-

Note: The Bank has initiated vendor categorization based on business value and type from FY 2024-25 onwards. Accordingly, data for previous years is not available.

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 2024-25	FY 2023-24
Rural		
% of Job creation in Rural areas	100%	72%
Semi-urban		
% of Job creation in Semi-urban areas	0	8%
Urban		
% of Job creation in Urban areas	0	20%
Metropolitan		
% of Job creation in Metropolitan areas	0	0

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

Note: In accordance with SEBI guidelines, the Company has revised its methodology for location-based wage reporting. All three operational units—Mahad, Panoli, and Khopoli—have been classified under the 'Rural' category based on population data. Consequently, 100% of the wage cost for FY 2024–25 has been reported under Rural areas.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?
No
- (b) From which marginalized/vulnerable groups do you procure?
NA
- (c) What percentage of total procurement (by value) does it constitute?
NA
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
		Nil	

The Company's Corporate Social Responsibility (CSR) initiatives are designed to support the holistic development of local communities. Through strategic partnerships with local organizations and proactive engagement to address community concerns, the Company build trust and maintains strong, positive relationships with the communities it serves.

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

Essential Indicator:

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

Consumers can submit complaints via the Company's website or by emailing info@kopran.com, which is monitored by senior management. For serious complaints or issues related to Company mismanagement, complaints may be directly addressed to the Chairman of the Audit Committee at atalnt@yahoo.co.in.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	0

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

Number of consumer complaints in respect of the following:	FY 2024-25			FY 2023-24		
	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	NA	NA	Nil	NA	NA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

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

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

The Company conducts thorough product testing in line with Pharmacopoeia guidelines to ensure compliance and readiness for market distribution.

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.

Yes, the Company has adopted a comprehensive Risk Management Policy that includes periodic reviews of the IT Department's role in mitigating risks related to cybersecurity and data privacy.

Policy Link: [Risk Management Policy](#)

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

There are no instances during the year under review 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.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact- **Nil**
- Percentage of data breaches involving personally identifiable information of customer- **NA**
- Impact, if any, of the data breaches- **NA**

Leadership Indicators

1. Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).

1) Web-link: <https://www.kopran.com/>

2) Products category:

(1) Formulation: <https://www.kopran.com/formulation/>

(2) Active Pharmaceutical Ingredients: <https://www.kopran.com/api/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company adheres to all applicable regulations and voluntary codes related to marketing communications, including advertising and promotions. Its communications are designed to enable consumers to make informed choices while encouraging responsible use of its products and services.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company actively communicates any significant discontinuations to consumers through channels such as the Company's website, stock exchange disclosures, publications, and social media accounts.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

The Company ensures transparency by clearly labelling its products, providing information about their features and associated risks.