

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the listed entity	–	L24231HP1984PLC006028
2	Name of the listed entity	–	Morepen Laboratories Limited
3	Year of incorporation	–	1984
4	Registered office address	–	Morepen Village, Nalagarh Road, Malkumajra, Baddi, Solan, Himachal Pradesh, 173205
5	Corporate address	–	2 nd Floor, Tower C, DLF Cyber Park, Udyog Vihar-III, Sector-20, Gurugram, Haryana-122016
6	E-mail	–	investors@morepen.com
7	Telephone	–	+91-124-4892000
8	Website	–	www.morepen.com
9	Financial year for which reporting is being done	–	2022-23
10	Name of the Stock Exchange(s) where shares are listed	–	National Stock Exchange of India Limited ("NSE") and BSE Limited ("BSE")
11	Paid-up Capital	–	₹102,23,37,416
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. Sanjay Suri Whole-Time Director sanjay.suri@morepen.com +91-1795-266401-03
13	Reporting boundary	–	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Pharmaceutical	Manufacturing and marketing of pharmaceutical products	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal and chemical products	210	100

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	4	2 [#]	6
International	–	1 [*]	1

[#] corporate office at Gurugram and registered office at Baddi, Himachal Pradesh

^{*}through its wholly owned subsidiary

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	80

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

43%

c. A brief on types of customers

The company serves customers on both a business-to-business (B2B) and business-to-consumer (B2C) basis.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled) :

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	1185	1074	90.63%	111	9.37%
2.	Other than Permanent(E)	–	–	–	–	–
3.	Total employees (D+E)	1185	1074	90.63%	111	9.37%
WORKERS						
4.	Permanent(F)	464	429	92.46%	35	7.54%
5.	Other than Permanent(G)	829	745	89.87%	84	10.13%
6.	Total employees (F+G)	1293	1174	90.80%	119	9.20%

b. Differently abled Employees and workers:

S. 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 employees (D+E)	–	–	–	–	–
Differently Abled Workers						
4.	Permanent(F)	–	–	–	–	–
5.	Other than Permanent(G)	–	–	–	–	–
6.	Total employees (F+G)	–	–	–	–	–

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	4	–	–

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.5%	23.5%	31.67%	26%	9.7%	24.4%	27.3%	13.5%	26%
Permanent Workers	3.1%	–	2.84%	2.2%	5.6%	2.5%	3.6%	–	3.2%



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

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

S. 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.	Dr. Morepen Limited	Wholly Owned Subsidiary	100	All Policies / practices to the extent relevant are also applicable in conformity with the applicable laws
2.	Morepen Devices Ltd.	Wholly Owned Subsidiary	100	No
3.	Morepen Rx Limited	Wholly Owned Subsidiary	100	No
4.	Morepen Bio Inc.	Wholly Owned Subsidiary	100	No
5.	Total Care Limited	Subsidiary	95	No

VI. CSR Details

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

(ii) Turnover (in Lakhs)- ₹133547.91

(iii) Net worth (in Lakhs)- ₹78011.42

VII. Transparency and Disclosures Compliances

23. 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)	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/www.morepen.com	-	-	-	-	-	-
Investors (other than shareholders)	Yes/www.morepen.com	-	-	-	-	-	-
Shareholders	Yes/www.morepen.com	-	-	-	-	-	-
Employees and workers	Yes/www.morepen.com	-	-	-	-	-	-
Customers	Yes/www.morepen.com	-	-	-	-	-	-
Value Chain partners	Yes/www.morepen.com	-	-	-	-	-	-
Other (please specify)	Yes/www.morepen.com	-	-	-	-	-	-

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

The company has a Risk Management Committee in place which operates under the company's Risk Management Policy. Its focus on risks associated with the company's business and compliance matters. The Committee periodically reviews matters pertaining to risk management. The Risk Management Committee of the Board of Directors regularly updates the company on risks, if any.

S. 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	The use of high-quality and safe goods ensures that improved health outcomes are attained. Compromise on pharmaceutical product quality would imply a compromise on patients' overall health and wellbeing. This will also entail failure to comply with GxP (Good Laboratory Practices, Good Manufacturing Practices and Good Clinical Practices). Any lapse can lead to product withdrawals, recalls, regulatory action, decreased sales, reputational risk, increased litigation followed by increase in litigation expense.	Drug product quality and patient safety are the fundamental principles for the company. The company being in the healthcare sector, the nature of its business requires the utmost attention to the quality of its product. We have taken following measures to ensure resilience against the risk: Audits are conducted by the Quality Assurance department to ensure that our high-quality requirements are met. Risks are sought to be managed by appropriate laboratory and clinical studies for each new product, compliance with Good Manufacturing Practices and independent quality assurance systems.	Negative
2.	Innovation Strengthening R&D pipeline	Opportunity	Innovation and R&D plays an important role in determining the long-term success of our company. The cutting edge research includes engaging in the discovery of NCEs, developing new processes for known APIs and developing value added & differentiated formulations. These developments come out as the differentiators for the	It is an opportunity	Positive



S. 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)
			company, and thus, leads to an increase in revenues as well. We have committed to invest dedicatedly to tap opportunities and introduce new therapies, medical benefits and formulations across the globe. Positive Accelerating.		

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

P1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in the value chains.
P4	Businesses should respect the interests of, and be responsive towards all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Business should respect and make efforts to protect restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 company has developed comprehensive policies covering these principles, some of the policies have been approved by the Board as per relevant statutory requirements.								
c. Web Link of the Policies, if available	Policy is available on the website of the company i.e., www.morepen.com/investors and the policies which are internal to the company are available on the intranet of the company.								
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)	Yes	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.	-								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The specific commitments, goals and targets are provided in the respective capitals of the integrated annual report, wherever applicable.								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance against specific commitments, goals and targets are provided in the respective capitals of the integrated annual report, wherever applicable.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The company is continuously working on increasing medicine affordability and accessibility throughout the globe through production, research and distribution of generic medicines and making healthcare reachable to all. Our company is built on core values viz.integrity, passion for excellence, participative decision making, concern for society & environment, fairness with care and transparency. Thus, working on sustainability is imbibed in our ethos, and the same is reflected through our values and behavior towards sustainability and stakeholders. The company recognizes the global climate change challenge and pledges to reduce its carbon footprint by the prudent use of natural resources, the utilization of renewable energy sources and initiatives to positively contribute to the environment. While we intend to expand in core geographies and invest in new markets, we endeavor to provide affordable medicines to society. We instill sustainability in all our activities in order to create long-term value. This year we have conducted a detailed exercise to develop our ESG framework with clear targets and roadmap to achieve the same. The company is environmentally conscious and it makes best possible efforts to minimize its carbon footprint. We are committed to extend sustainable operations even to our suppliers and contractors.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sanjay Suri Whole-Time Director DIN: 00041590
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.	Mr. Sanjay Suri, Whole-Time Director of the company, oversees the Business Responsibility and Sustainability initiatives 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									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	Mr. Sanjay Suri, Whole-Time Director of the company reviews the performances of each policy and place before the Board of Directors.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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	P1 No	P2 No	P3 No	P4 No	P5 No	P6 No	P7 No	P8 No	P9 No
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12. If answer to question (1) above is No i.e. not all Principles are covered by a policy, reasons to be stated :
Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	P1 to P9	100
Key Managerial Personnel	1	P1 to P9	100
Employees other than Board of Directors and KMPs	78	P3 & P8	40
Workers	–	–	–

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

There were no cases 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 2022-23.

Monetary

Category	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					
Settlement			NIL		
Compounding fee					

Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment			NIL		

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

S.No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NOT APPLICABLE		

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 policy.

At Morepen, we firmly believe and adhere to transparent, fair and ethical governance practices to encourage professionalism, honesty, integrity and ethical behavior. We have a zero tolerance approach to bribery and

corruption, which is embedded in the company's "Anti-Bribery and Anti-Corruption Policy", applicable to all employees of Morepen group and third parties engaged in activities with the company. The policy is an extension of our values and reflects our continued commitment to ethical business practices across our operations. All employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. Any violation of the said policy may also include have significant consequences, including potential prosecution, fines and other penalties for improper conduct, as well as imprisonment and/or disciplinary action up to and including termination of the concerned.

The policy also provides information and guidance on how to recognize and deal with bribery and corruption issues. The policy has been provided to all employees and is also available for viewing at <https://www.morepen.com/investors>.

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

There were no cases of disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Director/KMP/employees/workers in the financial year 2021-22 & 2022-23.

Category	FY 2022-23	FY 2021-22
Directors	–	–
KMPs	–	–
Employees	–	–
Workers	–	–

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

No complaints were received in relation to issues of conflict of interest in the financial year 2021-22 & 2022-23.

Category	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	–	–	–	–
Number of complaints received in relation to issues of conflict of interest of the 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 conflicts of interest.

Not applicable

Leadership Indicators

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

The company, being in the first year of adoption of Business Responsibility and Sustainability Reporting, has not conducted any awareness programmes for value chain partners during the financial year under review. The company strives to conduct such programmes in forthcoming year.

S. No.	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
NIL			

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.

We are committed to upholding the highest standards of corporate governance and ensuring the avoidance of any conflicts of interest within our organization. To achieve this, we have implemented an effective mechanism that promotes transparency and accountability among our Board of Directors. At the onset of each financial year, during the first board meeting, all Directors are required to disclose their interests that could potentially pose a conflict with their fiduciary duties. Further, in the event that our company enters into transaction in which any of the Directors are interested, the concerned Director abstains from participating in the discussion and left the meeting for that particular matter.


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.

Category	FY 2022-23	FY 2021-23	Details of improvements in environmental and social impacts
R&D	4.25%	10.20%	The company is committed towards contributing to manage climate change. Environmental risks are evaluated for all processes, storage and handling operations at site. Health, Safety and Environment aspects are taken care while designing manufacturing processes at Research and Development Centre. Two main R&D efforts shows the eco-friendly environmental approach towards process development. First was preparation of Atorvastatin key intermediate in 24 hours from existing 72 hours. Second was implementation of UPLC system in Analytical Lab which reduced the run time of reaction monitoring which in turn reduced the amount of solvent being used therein. It also led to time saving of valuable resources. The company is determined to address climate change and global warming. As an initiative towards the same, the company has started using eco-friendly refrigerant gas R410 in all its air conditioning operations. The buildings are designed and constructed on the concept of 'Green Building' having natural lights and ventilation. The company have a Health, Safety and Environment policy, which cover all its operations in India. Rainwater Harvesting System is installed at Baddi plant having adequate injection wells with large catchment area. Dense and lush green belt has been developed across all its locations. The company emphasizes to reduce the usage of water and energy consumptions that reduce the direct or indirect cost as well as natural resources. The company always promote natural resource conservation, reuse, reduce, recycle and waste minimization throughout process. All the company's facilities have obtained approval/certifications such as WHO GMP, USFDA and EDQM, in conformation of structured and conscious efforts and processes for energy management and conservation.
Capex	4.90%	4.55%	The company is determined to address climate change and global warming. As an initiative towards the same, Morepen has started using eco-friendly refrigerant gas R410 in all its air conditioning operations. The buildings are designed and constructed on the concept of 'Green Building' having natural lights and ventilation. The company have a Health, Safety and Environment policy, which cover all its operations in India. Rainwater Harvesting System is installed at Baddi plant having adequate injection wells with large catchment area. Dense and lush green belt has been developed across all its locations. The company emphasizes to reduce the usage of water and energy consumptions that reduce the direct or indirect cost as well as natural resources. The company always promote natural resource conservation, reuse, reduce, recycle and waste minimization throughout process. All the company's facilities have obtained approval/certifications such as WHO GMP, USFDA and EDQM, in conformation of structured and conscious efforts and processes for energy management and conservation.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes

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

100% of inputs sourced from critical suppliers is sourced sustainably.

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.

Since the company is engaged in pharmaceutical sector, we do not reclaim products for reusing, recycling and disposing them at the end of their life.

However, the company has tied up with state authorized "Shivalik Solid Waste Management Limited" operating in Hazardous Waste Treatment, Storage, and Disposal Facilities in Himachal Pradesh since 2007 for the disposal of Hazardous waste in safe and scientifically engineered ways. With the help of their hazardous waste disposal experts the company has developed a safe, economical, and compliant program for the disposal of our hazardous materials and by-products regardless of their volume or content. They take full responsibility for collecting hazardous waste from our doorstep and help with safe transport, scientific disposal as per the Hazardous Waste Rules, and also recovery of value from waste wherever possible, in line with our focus on sustainability.

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

No, we had sent to third party, who are registered with pollution control board. We are in the process to get registered by submitting waste collection plan in line with EPR submitted with pollution control board.

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?

No

S. No.	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NOT APPLICABLE						

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.

Not Applicable

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
NOT APPLICABLE			

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY2021-22
Solvents	65.29%	50.8%

*Based on average recycled or reused input material to total material of all plants.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed:

	FY 2022-23			FY2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	15	-	-	16
E-waste	-	-	0.17	-	-	0.13
Hazardous waste	-	1290.71	229.29	-	0.54	196.15
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Not Applicable

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NOT APPLICABLE		

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)	% (D/A)	Number (F)	% (D/A)
Permanent employees											
Male	1074	919	85.57	919	100	-	-	821	76.9	-	-
Female	111	98	88.14	98	100	80	67.8	-	-	-	-
Total	1185	1017	85.82	1017	100	80	67.8	821	76.9	-	-



Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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)	% (D/A)	Number (F)	% (D/A)
Permanent workers											
Male	429	326	75.99	429	100	-	-	-	-	-	-
Female	35	3	8.57	35	100	-	-	-	-	-	-
Total	464	329	70.91	464	100	-	-	-	-	-	-
Other than permanent employees											
Male	736	736	100	736	100	-	-	-	-	-	-
Female	93	93	100	93	100	93	100	-	-	-	-
Total	829	829	100	829	100	93	100	-	-	-	-

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2022-23			FY 2021-22		
	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	96.37	80.56	Y	88.55	100	Y
Gratuity	80.15	57.81	Y	64.96	64.76	Y
ESI	41.66	30.20	Y	43.45	38.76	Y
Others-please specify	-	-	-	-	-	-

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 corporate office and all its plant have a systematic plan to ensure workplace accessibility, particularly for people with disabilities. Work areas, restrooms, social areas, and mobility areas within and surrounding facilities have all been constructed with accessibility in mind.

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 provides an inclusive work culture and a discrimination-free environment for all its employees. The company values and embraces diversity and does not discriminate against anyone based on race, gender, religion / beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other protected class of person in the country. The equal opportunity policy is also available for viewing at <https://www.morepen.com/investors>.

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	100	100	100	100
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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Pursuant to the company's Grievance Redressal Mechanism, all employees and workers, whether on a permanent or contractual basis, are entitled to seek redress for any grievances they may have. As per the said mechanism, to seek redress, a written complaint must be filed with the relevant Head of Department in the first instance, then to Human Resource Department and then to the Plant Head/Director of the company, as the case may be. The Human Resource Department oversees the process, aiming for prompt and fair resolutions to maintain a positive work environment.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2022-23			FY 2021-22		
	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	713	-	-	639	-	-
- Male	645	-	-	571	-	-
- Female	68	-	-	68	-	-
Total Permanent Workers	464	-	-	431	-	-
- Male	429	-	-	398	-	-
- Female	35	-	-	33	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	645	645	100	645	100	571	571	100	571	100
Female	68	68	100	68	100	68	68	100	68	100
Total	713	713	100	713	100	639	639	100	639	100
Workers										
Male	429	429	100	429	100	398	398	100	398	100
Female	35	35	100	35	100	33	33	100	33	100
Total	464	464	100	464	100	431	431	100	431	100

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1074	1074	100	1027	1027	100
Female	111	111	100	109	109	100
Total	1185	1185	100	1136	1136	100



Workers						
Male	429	429	100	398	398	100
Female	35	35	100	33	33	100
Total	464	464	100	431	431	100

10. Health and safety management system:

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

Yes, all manufacturing facilities have an Environment, Health and Safety ("EHS") manual in place. The EHS manual and procedures are prepared and implemented in line with EHS policy of the company.

- 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 conducts regular internal audits to ensure compliance with the EHS management system in its manufacturing operations. EHS trainings are conducted at multiple levels and platforms. Additionally, the company employs various methods such as design checklists, Job Safety Analysis (JSA), Hazard and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA), and other consequence modeling studies to identify work-related hazards.

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

The company has implemented a procedure for reporting near misses, unsafe acts, and unsafe conditions. Moreover, employees undergo training on emergency procedures to ensure preparedness in such situations.

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

Yes, all the employees/workers have access to non-occupational medical and healthcare services

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	–	–
	Workers	–	2.59
Total recordable work-related injuries	Employees	–	–
	Workers	–	1
No. of fatalities	Employees	–	–
	Workers	–	–
High consequence work-related injury or ill-health (excluding fatalities)	Employees	–	–
	Workers	–	1

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

The company understands that our employees are our most valuable asset, and their health and safety are of paramount importance to us. We have a comprehensive approach to health and safety management, which encompasses all aspects of our operations. The company has implemented an EHS Policy that ensures a safe working environment for all employees, contractors, sub-contractors, and visitors.

In accordance with safety guidelines, it is obligatory to maintain the proper attire while inside the factory premises. This includes wearing a helmet, cap, shoes, and a white coat at all times. These measures are implemented to ensure the well-being and safety of all individuals within the facility. This ensures safety of all employees and maintain hygiene and prevent contamination.

To maintain compliance with this policy, a regular internal audit program is in place. In the event of safety incidents, thorough investigations are conducted to identify the root cause, and corrective and preventive actions (CAPA) are implemented. The company has also documented and implemented an EHS management system along with procedures to ensure effective management of environmental, health, and safety aspects.

13. Number of complaints on the following made by employees and workers;

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

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	-
Working Conditions	-

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

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)

The company extends the benefit of medical insurance and group personal accident policy for its employees. Benefits like provident fund, extended gratuity payment and superannuation are settled on priority basis.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The company's mechanisms are sufficient to ensure that the statutory dues applicable to the transactions between the company and its value chain partners are deducted and deposited in accordance with regulations. Furthermore, the company expects all its value chain partners to conduct their business transactions ethically and with integrity, upholding standards of fair business practices.

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

	Total no. of affected employees/ workers*		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	-	1*	-	1*

*Injury occurred in FY 2020-21 and family member of such worker has been placed in the company in FY 2021-22

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)

As part of its employee development initiatives, the company offers periodic skill-upgradation training programs to all staff members while they are employed. These programs are tailored to meet the specific needs of different job levels and functional areas, enabling employees to acquire skills that can benefit them beyond their current employment with the company.

5. Details on assessment of value chain partners:

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

The value chain partners are expected to adhere to the principles of health and safety practices, working conditions as per extant regulations. However, no independent assessment is carried out but the company plans to initiate assessment in succeeding years.



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.

Not applicable

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 entire value chain of the company is facilitated by its stakeholders, who are integral to its very existence. The identification of stakeholder involves several processes, firstly, the company conducts comprehensive research and analysis to identify individuals and organizations that are directly or indirectly affected by its operations. Secondly, the company assesses the level of influence, interest, and impact each stakeholder has on its activities and decision-making processes. Lastly, the company prioritizes stakeholders based on their importance and develops tailored engagement strategies to build strong relationships and address their specific needs and concerns.

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

S. No.	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
1	Users and Consumers, i.e. B2C	No	<ul style="list-style-type: none"> Email Website E-commerce Platforms 	On-going	Gathering feedback on products and services, address concerns, and provide updates on new developments. The key areas of interest are- <ul style="list-style-type: none"> Product satisfaction & safety concerns Product responsibility Cost competitiveness
2	Consumers, i.e. B2C	No	<ul style="list-style-type: none"> Email Website In-person meetings Virtual meetings 	On-going	Ensuring Quality services. The key areas of interest are- <ul style="list-style-type: none"> Product quality Cost competitiveness Product reach
3	Shareholders/ Investors	No	<ul style="list-style-type: none"> Annual/ quarterly reports and earning calls Investor presentation Email Website 	Quarterly/ event based	Providing financial performance updates, strategic direction and address share-holder queries. The key areas of interest are- <ul style="list-style-type: none"> Company financial performance Business strategy Corporate Governance Regulatory disclosures

S. No.	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
4	Government authorities	No	<ul style="list-style-type: none"> Email In-person meetings Submissions 	Event based	Ensuring compliance and prevent any potential non-compliance The key areas of interest are- <ul style="list-style-type: none"> Timely disclosures Regulatory compliance
5	Local Community	Yes	<ul style="list-style-type: none"> Community meetings Website Through NGO 	On-going	Addressing concerns, provide information on environmental impact, and promote community health initiatives through CSR projects. The key areas of interest are- <ul style="list-style-type: none"> Community development programs Upliftment of vulnerable and marginalized group
6	Employees	No	<ul style="list-style-type: none"> Email Employee engagement surveys Town Hall 	On-going	Providing company updates, address employee concerns, and gather feedback. The key areas of interest are- <ul style="list-style-type: none"> Work conditions Career development Company policies & benefits
7	Supplier/Vendor	No	<ul style="list-style-type: none"> Email In-person meetings Virtual meetings 	On-going	Understanding business requirements quality standards, and address vendor concerns. The key areas of interest are- <ul style="list-style-type: none"> Payment terms Product quality Supply chain collaboration



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 stakeholder engagement is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the growth. The establishment of a consultation process between stakeholders and the Board concerning economic, environmental and social issues has not yet been implemented. Nevertheless, the company is resolute in its determination to implement this process in the upcoming years.

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.

The company is yet to implement the stakeholder consultation process on economic, environmental and social topics.

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

The company recognizes community members as a vulnerable and marginalized stakeholder group. In line with its Corporate Social Responsibility (CSR) initiatives, the company conducts need assessments to identify and prioritize focus areas for community development. As part of its commitment, the company has undertaken diverse CSR initiatives encompassing healthcare, rural development projects, women empowerment, environmental conservation, sanitation, and drinking water projects.

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 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (c)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1073	–	–	1153	–	–
Other than permanent	–	–	–	–	–	–
Total Employees	1073	–	–	1153	–	–
Workers						
Permanent	576	–	–	454	–	–
Other than permanent	829	–	–	771	–	–
Total Employees	1405	–	–	1225	–	–

2. Details of minimum wages paid to employees:

Category	Total (A)	FY 2022-23				Total (D)	FY 2021-22			
		Equal to Minimum Wage		More than Minimum Wage			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	645	–	–	645	100	571	–	–	571	100
Female	68	–	–	68	100	68	–	–	60	100
Other than Permanent										
Male	70	–	–	70	100	34	–	–	34	100
Female	5	–	–	5	100	8	–	–	8	100

Workers										
Permanent										
Male	429	–	–	429	100	398	–	–	398	100
Female	35	–	–	35	100	33	–	–	33	100
Other than Permanent										
Male	745	351	47.11	394	52.88	722	198	27.42	524	72.57
Female	84	61	72.61	23	27.39	49	39	79.59	10	20.41

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors ¹	2	3,29,16,950	–	–
Key Managerial Personnel ²	2	73,37,319	–	–
Employees other than ³ Board of Directors and KMP	1070	4,27,408	111	4,39,281
Workers ⁴	1181	2,21,182	604	3,07,942

¹Includes all components of remuneration, in whatever form, paid to the executive directors only.

²Excludes directors, covered under (i) supra.

³Excludes directors and KMP.

⁴Includes permanent and other than permanent workers to whom salary/ wages paid during the financial year 2022-23.

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)

We understand the importance of human rights. We also acknowledge issues that may arise affecting our endeavor towards creating a safe work environment free from any form of discriminatory or unethical practices. In accordance with Grievance Redressal Mechanism, Human Resource Department of the company addresses such issues that are reported affecting all kinds of rights including human rights in any form.

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

The company has a Grievance Redressal Mechanism in place which allows employees and other stakeholders to report any grievances or complaints they may have with a company, including any human rights violation. The mechanism typically involves several steps, including filing a complaint, conducting a thorough investigation, taking appropriate action, and providing feedback to the individual who filed the complaint. The Grievance Redressal Mechanism demonstrates a commitment to creating an inclusive and supportive work environment for all employees and stakeholders. It is an essential component of any company's efforts to promote and protect human rights.

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

	FY 2022-23			FY 2021-22		
	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	1	–	–	–	–	–
Discrimination at workplace	–	–	–	–	–	–
Child Labour	–	–	–	–	–	–
Forced Labour/Involuntary Labour	–	–	–	–	–	–
Wages	–	–	–	–	–	–
Other human rights related issues	–	–	–	–	–	–

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

In accordance with Vigil Mechanism / Whistle Blower Policy of the company, the identity of the whistle blower shall be kept confidential and no unfair treatment will be meted out to a whistle blower by virtue of his/ her having reported a protected disclosure under the said policy. The company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against whistle blowers. Complete protection will, therefore, be given to whistle blowers against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties/functions including making further protected disclosure.



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

The company will add the above clause in the agreements in the subsequent financial years.

9. Assessments for the year:

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

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

Not applicable.

Leadership Indicators

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

The company has a strong vigil mechanism by means of different policies and procedures and the company is in compliance with the applicable laws. We ensure strict compliance of child labor, forced / involuntary labor, sexual harassment, discrimination at workplace and minimum wages. These issues are a pre-requisite for the ethical functioning of the company. We, at no point tolerate the violation of basic human rights of any of our stakeholders, during the year under review, no business process modified/introduced on account of any grievances/ complaints on human rights.

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

The company in the reporting period did not undertake any Human rights due-diligence.

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's corporate office and all its plant have a systematic plan to ensure workplace accessibility, particularly for people with disabilities. Work areas, restrooms, social areas, and mobility areas within and surrounding facilities have all been constructed with accessibility in mind.

4. Details on assessment of value chain partners:

During the year under review, the company has not undertaken assessment of value chain partners.

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	–
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.

Not applicable.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	63740.898 GJ	57120.18 GJ
Total fuel consumption (B)	179030.418 GJ	126255.303 GJ
Energy consumption through other sources (C)	–	–
Total energy consumption (A+B+C)	242771.316 GJ	183375.483 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees lakhs)	1.813	1.369

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.

None of our sites/facilities comes under PAT scheme as Designated Consumers.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	3343	6093
(ii) Groundwater	95827	72616
(iii) Third party water	11000	10390
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	110170	89099
Total volume of water consumption (in kilolitres)	66368	47001
Water intensity per rupee of turnover (Water consumed / turnover)	0.50	0.35

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

The company doesn't have any Zero Liquid Discharge mechanism. After primary treatment, effluent is sent to CETP, which is an agency authorized by pollution control board.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Kg/Year	12345	5900
Sox	Kg/Year	2077	1018
Particulate matter (PM)	Kg/Year	13820	7584
Persistent organic pollutants (POP)		Not applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			



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

Parameter	Unit	FY 2022-23	FY 2021-22
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)			
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)			
Total Scope 1 and Scope 2 emissions per rupee of turnover			

Not applicable

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

No, the company is not running any project related to Green House Gas emission.

8. Provide details related to waste management by the entity:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.046	0.565
E-waste(B)	0.195	0.132
Bio-medical waste (C)	0.103	–
Construction and demolition waste (D)	–	–
Battery waste (E)	1.296	–
Radioactive waste (F)	–	–
Other Hazardous waste (G)	1852.51	438.52
Total (A + B + C + D + E + F + G)	1856.15	439.29
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	8326.61	4606.10
(ii) Re-used	8326.61	4606.10
(iii) Other recovery operations	1583.22	332.20
Total	18236.44	9544.41
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	91.23	327.50
(ii) Landfilling	190.66	149.28
(iii) Other disposal operations	1630.46	206.52
Total	1912.35	683.30

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

We have collected & segregated all the waste as per Pollution Control Board requirements. All hazardous waste is being sent to the authorized vendor through Manifest system (authorized vendor by PCB)

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

We do not carry out any operations in ecologically sensitive areas. Additionally, we do not have any offices or plants located in those areas.

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.
Not Applicable			

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

We have not undertaken any environmental impact assessments during financial year 2022-23.

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

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

Yes

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
Not Applicable				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable sources:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B) (Bio Mass)	81240.711 GJ	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	81240.711 GJ	-
From non-renewable sources		
Total electricity consumption (D)	63740.898 GJ	57120.18 GJ
Total fuel consumption (E)	97789.707 GJ	26255.303 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	161530.605 GJ	83375.483 GJ

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-



- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	Common Effluent Treatment Plant (CETP)	
- No treatment	-	-
- With treatment – please specify level of treatment	Primary treatment (post primary treatment, sent to CETP) – 35340 KL	Primary treatment (post primary treatment, sent to CETP) – 33600 KL
(v) Others	Municipality drain	
- No treatment	-	-
- With treatment – please specify level of treatment	In house treatment to maintain pH, primary treatment & Aerobic treatment followed by municipality sewage drain – 8462 KL	In house treatment to maintain pH, primary treatment & Aerobic treatment followed by municipality sewage drain – 8498 KL
Total water discharged (in kilolitres)	43802 KL	42098 KL

3. 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:

- Name of the area: No facility/plant located in water stress area
- Nature of operations: NA
- Water withdrawal, consumption and discharge:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- 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	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

4. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2022-23	FY 2021-22
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)		Not applicable	
Total Scope 3 emissions per rupee of turnover		Not applicable	

5. With respect to the ecologically sensitive areas reported at 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.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

The Risk Management Committee plays a crucial role in ensuring the smooth functioning of the company during unforeseen events or disasters. They are responsible for overseeing business continuity and disaster management efforts. The company recognizes the importance of business continuity, which refers to the ability to maintain essential business operations even in adverse circumstances. This includes situations like a pandemic, natural disasters, or any other disruptive events. By prioritizing business continuity, the company focuses on developing strategies and plans to mitigate risks and maintain critical functions during challenging times. This involves identifying potential risks, implementing preventive measures, establishing backup systems, and creating contingency plans. By doing so, the company aims to minimize disruptions and ensure the continuity of its core operations.

The business continuity and disaster management plan form an integral part of the company's Risk Management policy. It serves as a guide for the organization to effectively manage risks, respond promptly to crises, and recover quickly from any disruptions.

8. 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

Not applicable

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The company did not evaluate any of its value chain partners on the basis of environmental impact in FY 2022-23.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Four

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

S.No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	PHD Chamber of Commerce and Industry	National
3	Confederation of Indian Industry	National
4	Delhi Chamber of Commerce	State

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

Not Applicable



S. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable			

Leadership Indicators

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

Not Applicable

S. 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
Not Applicable					

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.

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

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

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

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

In accordance with the established Grievance Redressal Mechanism of the company, the local community and panchayats are provided with a dedicated web link on the company's official website to raise their grievances. These grievances are promptly channeled to the Environmental and Social (E&S) department, which assumes responsibility for their resolution. The company commits to addressing and resolving these complaints within a stipulated time frame of 30 days from the date of complaint submission.

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

Category	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	2.17	1.46
Sourced directly from within the district and neighboring districts	8.71	6.11

*based on domestic input material sourced

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
Not applicable	

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

In the reporting period, the company did not undertake any CSR projects in the designated aspirational district.

S. No.	State	Aspirational District	Amount spent (In INR)
Not applicable			

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
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 your entity (in the current financial year), based on traditional knowledge:

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

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

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Drinking Water Facility in School	400	38
2.	Community Park	650	39
3.	Solar Streetlights	250	47
4.	Irrigation Channels	50	26
5.	Infrastructure to schools	250	48
6.	Health Camp	375	50
7.	Musical Instrument to Mahila Mandal	100	48
8.	Help to Needy	3	100
9.	Financial Aid to Children	4	100
10.	Financial Aid to Widows	11	100
11.	Plantation of trees	700	NA
12.	Sewerage Line Channelization	350	60
13.	Promoting Sports	200	15
14.	Help to Clubs for Strengthening	150	15
15.	Construction of retaining wall in village	75	35

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

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



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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Category	Number	Reasons for recall
Voluntary recalls	-	Not applicable
Forced recalls	-	

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.

The company do have a policy on cyber security. The web-link for the same is www.morepen.com/investors

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.

Not applicable

Leadership Indicators

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

The products and services can be accessed at the website of the company through different web links as under:

API products	https://www.morepen.com/api
Diagnostic division	https://www.morepen.com/homehealth
Finished formulations	https://www.morepen.com/formulations

In addition to the above, diagnostic division products are also available at various e-commerce platforms, Flipkart and Amazon.

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

The company ensures that all of its products are accompanied by a label that provides essential information regarding their usage. This label serves as a means to communicate important instructions, guidelines, and precautions to the consumers or users of the products. The label typically includes details such as product name, ingredients or components, directions for use, recommended dosage or application, storage instructions, safety precautions, and any necessary warnings or disclaimers. This information is crucial for consumers to understand how to properly use the product, ensure its effectiveness, and avoid any potential risks or misuse.

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

The company is abide by the relevant laws/regulations, it will inform to the consumers about any risk of disruption/discontinuation of essential services.

4. a. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)

All the information which are required to be provided as per applicable laws are mentioned.

b. If yes, provide details in brief.

Not applicable

c. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact : Nil

b. Percentage of data breaches involving personally identifiable information of customers : NA