



## ANNEXURE 'D'

## BUSINESS RESPONSIBILITY &amp; SUSTAINABILITY REPORTING

## 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 <sup>nd</sup> 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	–	01/04/2023 - 31/03/2024
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	–	₹102,22,71,416 INR
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
14	Name of assurance provider	–	Not Applicable
15	Type of assurance obtained	–	Not Applicable

## II. Products/services

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

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

17. 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

18. 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	0	1*	1

#corporate office at Gurugram and registered office at Baddi, Himachal Pradesh.

\*through its wholly owned subsidiary

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	80

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

41.47%

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

20. 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)
<b>EMPLOYEES</b>						
1.	Permanent(D)	1087	974	89.60%	113	10.40%
2.	Other than Permanent(E)	34	25	73.53%	9	26.47%
3.	<b>Total employees (D+E)</b>	1121	999	89.12%	122	10.88%
<b>WORKERS</b>						
4.	Permanent(F)	536	499	93.10%	37	6.90%
5.	Other than Permanent(G)	942	847	89.92%	95	10.08%
6.	<b>Total workers (F+G)</b>	1478	1346	91.07%	132	8.93%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>Differently Abled Employees</b>						
1.	Permanent(D)	0	0	0	0	0
2.	Other than Permanent(E)	0	0	0	0	0
3.	<b>Total Differently abled employees (D+E)</b>	0	0	0	0	0
<b>Differently Abled Workers</b>						
4.	Permanent(F)	0	0	0%	0	0
5.	Other than Permanent(G)	1	1	100%	0	0
6.	<b>Total Differently abled workers (F+G)</b>	1	1	100%	0	0

21. 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	-	-



## 22. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.84%	11.41%	12.71%	32.50%	23.50%	31.67%	26.00%	9.70%	24.40%
Permanent Workers	1.35%	0.00%	1.22%	3.10%	0.00%	2.84%	2.20%	5.60%	2.50%

(During the year, 242 employees have been moved from Morepen Laboratories Limited to Morepen Rx Limited due to hiving off of formulation business of Morepen Laboratories Limited to Morepen Rx Limited, a Wholly Owned Subsidiary of Morepen Laboratories Limited, was not taken into consideration while calculating the turnover rate.)

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

### 23. (a) 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 Limited	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

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

(ii) Turnover (in ₹) - INR 15,29,43,38,000

(iii) Net worth (in ₹) - INR 889,02,43,000

## VII. Transparency and Disclosures Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If yes then provide web-link for grievance redress policy)	2023-24			2022-23		
			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	-	-	-	-	-	-

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

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)
<b>Environmental</b>					
1.	Climate Change (GHG Emissions)	Risk	<p>Non-compliance with stricter environmental regulations could lead to significant fines and operational shutdowns.</p> <p>Extreme weather events, such as floods and heatwaves, can disrupt supply chains and damage infrastructure.</p> <p>Variability in temperature can affect the storage and transportation of temperature-sensitive pharmaceutical products, leading to higher energy consumption and costs.</p> <p>Water scarcity, exacerbated by climate change, can impact water-intensive manufacturing processes, causing production disruptions and increased costs for sourcing alternative water supplies.</p> <p>Disruptions in energy supply due to climate impacts on energy infrastructure can lead to power outages affecting manufacturing operations.</p> <p>Overall operating costs may increase due to the need for compliance with stricter environmental regulations, investment in cleaner technologies, and adaptation measures.</p>	<p>To address climate change risks, Morepen will be adhering to environmental regulations through robust compliance programs and management systems, investing in climate-resilient infrastructure, and diversifying supply chains.</p> <p>For temperature-sensitive products, advanced cooling systems and real-time monitoring are crucial and would be implemented by Morepen.</p> <p>Adoption of Water-efficient technologies and renewable energy sources would help mitigate water scarcity and energy disruptions. Finally, investing in cleaner technologies and exploring incentives ensure cost management</p> <p>Adoption of Biofuels for Utilities in the manufacturing process, cleaner fuels for mobility, carbon offsets, Sustainable Supply Chain</p>	Negative
2.	Waste Management & Sustainable Packaging	Opportunity	<p>Environmental Impact Reduction: Implementing waste management strategies minimizes pollution and reduces the environmental footprint of pharmaceutical manufacturing</p> <p>Consumer Perception and Social Responsibility: Adopting sustainable practices enhances brand reputation and appeals to</p>	Not Applicable	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)
			<p>socially conscious consumers.</p> <p>Cost Savings and Efficiency: While initial investment may be needed, long-term cost savings and efficiencies can result from reduced material usage and waste disposal costs</p> <p>Promoting Circular Economy in products &amp; services - Use of recycled packaging for products, Packaging designed for efficient recycling, Reduce the plastic packaging in the products can result in reduction of waste generation and Environmental footprints of Morepen</p>		
3.	Energy Management	Opportunity	<p>Cost Savings and Efficiency: Implementing effective energy management practices &amp; can result in significant cost savings through reduced energy consumption and optimized processes</p> <p>Environmental Responsibility: Embracing sustainable energy practices demonstrates the company's commitment to environmental stewardship, aligning with consumer preferences and regulatory standards.</p> <p>Resilience and Risk Mitigation: Diversifying energy sources and improving energy efficiency enhances the company's resilience to energy supply disruptions and price fluctuations, reducing operational risks.</p>	Not Applicable	Positive
4.	Water management	Opportunity	<p>Resource Efficiency: Implementing water management strategies allows companies to optimize water usage, reducing waste and conserving this valuable resource. This efficiency can</p>	Not Applicable	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)
			<p>lead to cost savings and improved operational performance.</p> <p>Resource Conservation: Creation of water recharge structures (RWH) &amp; Water storage structure thereby reducing the load on the ground water for fresh water consumption. Rejuvenation of Ponds/ Lakes by adopting them under the CSR program will overall improve the reputation of the organization &amp; Compliance to CSR program.</p> <p>Risk Mitigation: Effective water management helps mitigate the risks associated with water scarcity, quality issues, and regulatory compliance. By identifying and addressing potential risks, companies can ensure uninterrupted operations and safeguard their reputation.</p> <p>Environmental Stewardship: Demonstrating a commitment to responsible water management enhances the company's environmental reputation and social license to operate. It aligns with stakeholder expectations and contributes to broader sustainability goals.</p> <p>Resilience to Climate Change: Climate change poses significant challenges to water availability and quality. Companies that proactively manage water resources are better positioned to adapt to climate-related disruptions, ensuring long-term resilience and business continuity.</p>		
5.	Sustainable Supply Chain	Opportunity	<p>Cost Reduction: Implementing sustainable practices in the supply chain can lead to cost reductions through improved efficiency, waste reduction, and resource optimization.</p>	Not Applicable	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)
			<p>Risk Management: Building a sustainable supply chain enhances resilience by reducing vulnerability to disruptions such as resource scarcity, natural disasters, and regulatory changes. Diversifying suppliers and implementing robust risk management strategies can mitigate these risks and ensure business continuity.</p> <p>A sustainable supply chain can enhance brand reputation and customer loyalty.</p>		
<b>Social</b>					
1.	Health, safety and the well-being of employees	Opportunity	<p>Increased Productivity: By investing in workplace health and safety measures, companies can reduce absenteeism, presenteeism, Insurance costs and turnover, leading to improved overall productivity and performance.</p> <p>Enhanced Reputation and Employer Brand: Prioritizing employee health, safety, and well-being demonstrates a commitment to corporate social responsibility and ethical business practices. This can enhance the company's reputation as an employer of choice, attracting top talent and improving employee retention.</p> <p>Reduced Healthcare Costs: Promoting employee health and well-being can lead to lower healthcare costs for both the employer and the employees. By providing access to preventive care, wellness programs, and ergonomic workspaces, companies can reduce the incidence of workplace injuries and illnesses, as well as chronic health conditions.</p> <p>Improved Employee Engagement and Morale: By</p>	Not Applicable	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)
			<p>fostering a culture of health and well-being, companies can boost employee morale, motivation, and loyalty, leading to higher levels of engagement and job satisfaction.</p> <p>Legal Compliance and Risk Mitigation: Ensuring compliance with health and safety regulations not only protects employees from harm but also mitigates legal and financial risks for the company. By implementing robust safety protocols, training programs, and emergency response plans, companies can reduce the likelihood of workplace accidents, injuries, and lawsuits.</p>		
2.	Community Engagement	Opportunity	<p>Enhanced Reputation and Trust: Engaging with local communities demonstrates corporate social responsibility and a commitment to making a positive impact beyond business operations.</p> <p>Access to Talent and Markets: Building strong relationships with local communities can provide access to a pool of talent for recruitment and partnerships.</p> <p>Risk Mitigation: By proactively addressing community issues and building mutually beneficial relationships, companies can mitigate risks related to regulatory compliance, reputation, and social license to operate.</p> <p>Long-Term Sustainability: Investing in community engagement builds resilient and sustainable communities, which are essential for long-term business success.</p> <p>Benefit of the community – where CSR project is being executed</p>	Not Applicable	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)
3.	Product Quality and Safety	Risk	<p>Reputation Damage: Negative publicity and loss of consumer trust can lead to decreased sales, market share, and investor confidence, impacting the company's bottom line and long-term viability.</p> <p>Legal and Regulatory Compliance: Failure to meet quality and safety standards can result in legal action, fines, and penalties. Non-compliance with regulations can lead to costly litigation, regulatory investigations, and damage to the company's credibility with regulators and stakeholders</p> <p>Health and Safety Risks: Products that do not meet quality or safety standards pose risks to consumer health and safety. Incidents of product-related injuries or illnesses can have serious consequences for both consumers and the company, including lawsuits, damage to brand reputation, and regulatory scrutiny.</p>	<p>Morepen would be investing in customer feedback mechanisms, employee training, and collaboration with regulatory authorities to mitigate reputation damage, financial losses, and legal liabilities associated with product recalls and safety incidents.</p> <p>Prioritizing consumer health and safety in product design and manufacturing processes, strengthening supplier relationships, and diversifying supply chain sources further enhances resilience against disruptions.</p> <p>Differentiating products through a focus on quality, safety, and sustainability, coupled with ongoing innovation and stakeholder engagement, helps maintain market competitiveness while promoting long-term viability and sustainability.</p>	Negative
4.	Social Regulatory Compliances	Risk	<p>Legal and Financial Penalties: Non-compliance with social regulations can lead to legal action, fines, penalties, and settlements.</p> <p>Reputational Damage: Violations of social regulations can damage the company's reputation and brand image. Negative publicity, consumer backlash, and social media scrutiny can erode trust and loyalty among customers, investors, and other stakeholders, leading to long-term reputational harm.</p> <p>Loss of Market Access: Non-compliance with social regulations may result in restrictions or bans on product sales, market access, or</p>	<p>Implementing robust compliance programs, engaging stakeholders transparently, and proactively managing risks. This includes conducting regular audits, risk assessments, and employee training to ensure adherence to regulations.</p> <p>Open communication and transparency with stakeholders build trust, while proactive risk management identifies and addresses compliance issues promptly.</p> <p>Investing in social responsibility initiatives and seeking legal counsel further strengthen compliance efforts.</p>	Negative

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)
			government contracts. This can limit the company's growth opportunities and competitive advantage.		
<b>Governance</b>					
1.	Corporate Governance and Business Ethics	Risk	<p><b>Financial Mismanagement:</b> Weak corporate governance structures or unethical behaviour can lead to financial mismanagement, fraud, and corruption within the organization. This can result in financial losses, misallocation of resources, and decreased shareholder value, undermining investor confidence and credibility.</p> <p><b>Conflicts of Interest:</b> Inadequate governance practices may give rise to conflicts of interest among company directors, executives, and stakeholders. Conflicts of interest can compromise decision-making processes, hinder transparency, and create risks of favouritism, nepotism, or insider trading, harming the company's integrity and fairness.</p>	<p>Establish robust governance frameworks, including clear roles and oversight mechanisms, to ensure transparency and accountability.</p> <p>Comprehensive ethics training and a culture of integrity are essential to raise awareness and promote ethical behaviour among employees</p> <p>Implementing stringent financial controls, conflict-of-interest policies, and independent board oversight helps prevent mismanagement, fraud, and conflicts of interest.</p> <p>Additionally, whistleblower protection mechanisms encourage reporting of unethical behavior without fear of retaliation, fostering a culture of transparency and accountability within the organization.</p>	Negative
2.	Regulatory Compliances	Opportunity	<p><b>Market Access and Expansion:</b> Complying with regulations allows companies to access new markets and expand their operations globally</p> <p><b>Risk Management and Stability:</b> Compliance with regulations helps companies mitigate legal, financial, and operational risks. By proactively identifying and addressing regulatory requirements, companies can avoid penalties, lawsuits, and reputational damage, ensuring business continuity and stability.</p> <p>Access to Capital and</p>	Not Applicable	Negative



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)
			Investment: Investors and lenders often prioritize companies with strong regulatory compliance records and ethical business practices.		
3.	Cyber-security/ Data Privacy & Security	Risk	<p>Data Breaches: Cyberattacks and data breaches can compromise sensitive information, including customer data, financial records, and intellectual property. Unauthorized access to data can result in financial losses, reputational damage, and legal liabilities, undermining customer trust and confidence in the company.</p> <p>Regulatory Non-Compliance: Failure to comply with data protection regulations such as GDPR (General Data Protection Regulation) or CCPA (California Consumer Privacy Act) can result in fines, penalties, and legal consequences. Non-compliance with regulatory requirements not only poses financial risks but also damages the company's reputation and credibility.</p> <p>Business Disruption: Cybersecurity incidents, such as ransomware attacks or denial-of-service (DoS) attacks, can disrupt business operations, leading to downtime, productivity losses, and revenue interruptions.</p>	<p>Robust cybersecurity measures, including firewalls, encryption, and intrusion detection systems, must be established to safeguard sensitive information.</p> <p>Regular security assessments and employee training on cybersecurity best practices are essential to prevent data breaches resulting from human error.</p> <p>Developing incident response plans and testing business continuity and disaster recovery strategies help minimize the impact of cybersecurity incidents on business operations.</p> <p>Collaborating with cybersecurity experts and law enforcement agencies enhances threat intelligence sharing and incident response capabilities, bolstering overall cybersecurity resilience.</p>	Positive
4.	Intellectual Property and Innovation	Opportunity	Market Differentiation: Intellectual property protection allows companies to differentiate their products and services in the market, creating barriers to entry for competitors. Patents, trademarks, and copyrights can help companies establish a unique identity, build brand recognition, and attract customers.	Not Applicable	Negative

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)
			<p>Revenue Generation: IP assets such as patents, trademarks, and copyrights can be monetized through licensing, royalties, or strategic partnerships. Companies can leverage their IP portfolio to generate additional revenue streams, expand into new markets, and enhance shareholder value.</p>		
5.	Anti-Bribery and Corruption	Risk	<p><b>Legal Consequences:</b> Engaging in bribery or corruption can lead to legal consequences, including fines, penalties, and criminal prosecution. Violations of anti-bribery laws such as the Foreign Corrupt Practices Act (FCPA) can result in substantial financial and reputational damage to the company.</p> <p><b>Reputational Damage:</b> Bribery and corruption scandals can severely damage the company's reputation and brand image.</p> <p><b>Financial Losses:</b> Bribery and corruption can lead to financial losses through inflated contract prices, kickbacks, and fraudulent payments.</p> <p><b>Loss of Business Opportunities:</b> Companies involved in bribery or corruption may face restrictions or bans on government contracts, licenses, or permits. Corruption allegations can deter potential business partners, customers, and investors, limiting the company's growth prospects and market expansion opportunities.</p>	<p>Developing robust compliance programs/ Companywide ABAC policy aligned with anti-bribery laws such as the FCPA coupled with regular training to ensure employee awareness, adherence and avoid legal consequence or any type of unwanted incidence.</p> <p>Rigorous due diligence processes for third-party relationships, along with whistleblower protection mechanisms, are essential for detecting and addressing unethical behavior</p> <p>By fostering a culture of ethics, implementing stringent controls, and actively engaging with stakeholders, companies can mitigate legal consequences, reputational damage, financial losses, and loss of business opportunities associated with bribery and corruption.</p>	Negative



5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have streamlined the data requirements for each principle in the fiscal year 23-24 and we will share the targets in next year report
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have streamlined the data requirements for each principle in the fiscal year 23-24 and we will share the performance against the targets in next year report 24-25.
<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Our company is committed to making healthcare accessible globally by producing, researching, and distributing affordable generic medicines. Our core values-integrity, excellence, participative decision-making, societal and environmental concern, fairness, and transparency-reflect our dedication to sustainability. We pledge to reduce our carbon footprint, promoting circular economy through the prudent use of natural resources and renewable energy, recycling and reuse of the resources positively impacting the environment. We have streamlined our reporting data in this year's report and are setting targets to be reported on from FY 24-25 onwards, extending sustainable practices to our value chain.
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, has been entrusted with the authority to oversee all aspects of BRSR (Business Responsibility and Sustainability Reporting). He is responsible for ensuring the formulation and execution of policies, setting targets against BRSR principles, reviewing performance, and managing the company's environmental impact, social responsibility, and governance practices. His role ensures that the company upholds its commitment to sustainability and ethical practices in these areas.

**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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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	Continuous								



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	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

The independent assessment is not applicable to us, but we internally review the working of the above policies.

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 Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programs 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	P1 to P9	100.00
Key Managerial Personnel	6	During the FY 2023-24, the KMPs underwent various trainings and reviews on integrity, ethics, environment, POSH, business strategy, human rights, community development covering P1 to P9	100.00
Employees other than BoD and KMPs	118	During FY 2023-24 employees other than BODs and KMPs were given training on ethics, POSH, business responsibility, community development, safety, employee benefits etc. covering P1 to P9	66.67
Workers	37	Workers were given training on safety, employee benefits, time management etc. covering P3 & P8	100.00

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.

**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	–	–
Settlement	NIL	NA	NIL	–	–
Compounding fee	NIL	NA	NIL	–	–

**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	–	–
Punishment	NIL	NA	–	–

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
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.

Company upholds the highest standards of integrity and ethical conduct, with a zero-tolerance policy towards corruption and bribery. This policy applies to all employees, officers, directors, and associated individuals, prohibiting any bribes or inducements to gain an unfair advantage. Compliance with anti-corruption laws, including FERA, Anti Money Laundering, FCPA, and Bribery Act, is mandatory. Employees must report any potential violations without fear of retaliation, and violations may result in severe disciplinary action or legal consequences. 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:

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	0	0	0

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

Not applicable



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	103	86

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:

Parameters	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases (INR Lakhs)	16497.31	15470.16
	b. Number of trading houses where purchases are made from	94	64
	c. Purchases from top 10 trading houses as % of total purchases from trading houses (INR Lakhs)	9772.65	10249.77
Concentration of Sales	a. Sales to dealers / distributors as % of total sales (INR Lakhs)	87871.43	63297.08
	b. Number of dealers / distributors to whom sales are made	1612	1278
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors (INR Lakhs)	50600.99	38107.41
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) (INR Lakhs)	99.69	122.74
	b. Sales (Sales to related parties / Total Sales) (INR Lakhs)	16455.62	4153.01
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made) (INR Lakhs)	703.24	5.00

#### 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
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.

Yes, our code of conduct refrains our Board Members and Senior Management to be involved in any activities where conflicts of interest arise or may arise, that includes disclosing any material financial transactions involving personal interests to the competent authority. They must not attend meetings discussing related party contracts and anticipated conflicts should be disclosed in writing to the Board of Directors or Chairman & Managing Director for further directions.

**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 2023-24 (Current Financial year)	FY 2022-23 (Previous Financial year)	Details of improvements in environmental and social impacts
R&D	–	–	–
CAPEX	–	–	–

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

Yes

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

100%

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, we have waste management systems in place at all our facilities.

Plastics	100% equivalent amount of plastic waste is collected through waste management agency and coprocessed, recycled and/or converted to energy.
E-Waste	100% e-waste is sold to authorized vendors.
Hazardous waste	We channelized 84% of hazardous waste for recycling and co-processing.
Others	Non-hazardous waste such as glass, MS scrap, wood waste, boiler ash etc. is sent to authorized recyclers or to brick manufacturers.

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, our plastic waste collection plan is in line with the (EPR) targets allocated to us by Central Pollution Control Board (CPCB) and the activities related to compliance with the targets are ongoing. We also file annual returns to update on the achievement.

**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?

We have not yet conducted Life Cycle Assessments (LCA) for our products, but we are committed to implementing this important process in subsequent years. Our goal is to enhance sustainability and environmental responsibility through comprehensive life cycle study of our products.

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.

While we have not yet conducted Life Cycle Assessments (LCA) for our products, we are aware of significant social and environmental concerns associated with our production and disposal processes through other assessment methods. To address these concerns, we have implemented measures such as reducing waste, enhancing recycling efforts, and minimizing emissions. We are committed to further identifying and mitigating these risks through LCA initiatives in the coming years to ensure a more sustainable and responsible approach.

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	
	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Solvents	70.11%	65.29%



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

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	29.00	57.00	0	0	15.00
E-waste	0	0	0.04	0	0	0.17
Hazardous waste	0	2564.03	571.57	0	1290.71	229.29
Other waste	0	0	0	0	0	0

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
Since the Company is engaged in pharmaceutical sector, we do not reclaim products for reusing. We dispose the waste generated for recycling through authorized recyclers of CPCB/ SPCB.	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	974	377	38.71%	915	93.94%	0	0%	24	2.46%	0	0%
Female	113	59	52.21%	111	98.23%	11	10%	0	0%	0	0%
<b>Total</b>	<b>1087</b>	<b>436</b>	<b>40.11%</b>	<b>1026</b>	<b>94.39%</b>	<b>11</b>	<b>1%</b>	<b>24</b>	<b>2.21%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	25	25	100.00%	25	100.00%	0	0%	0	0%	0	0%
Female	9	9	100.00%	9	100.00%	0	0%	0	0%	0	0%
<b>Total</b>	<b>34</b>	<b>34</b>	<b>100.00%</b>	<b>34</b>	<b>100.00%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	499	172	34.47%	499	100.00%	0	0%	8	1.60%	0	0%
Female	37	3	8.11%	37	100.00%	0	0%	0	0.00%	0	0%
<b>Total</b>	<b>536</b>	<b>175</b>	<b>32.65%</b>	<b>536</b>	<b>100.00%</b>	<b>0</b>	<b>0%</b>	<b>8</b>	<b>1.49%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent workers</b>											
Male	847	800	94.45%	378	44.63%	0	0%	0	0%	0	0%
Female	95	87	91.58%	85	89.47%	0	0%	0	0%	0	0%
<b>Total</b>	<b>942</b>	<b>887</b>	<b>94.16%</b>	<b>463</b>	<b>49.15%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.33%

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

Benefits	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	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	98.57%	100.00%	Y	96.37%	80.56%	Y
Gratuity	99.73%	100.00%	Y	80.15%	57.81%	Y
ESI	16.93%	67.69%	Y	41.66%	30.20%	Y
Leave Encashment	20.77%	39.51%	Y	0.00%	0.00%	Y

**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, we are driven by our "Equal Employment Opportunity for Persons with Disabilities Policy" and all our manufacturing facilities and the corporate offices of the company are equipped with rails, ramps, wheelchairs and elevators to enable easy movement. Our offices feature elevators and infrastructure designed to accommodate differently abled individuals. Similarly, the manufacturing processes in our plants are located either on the ground floor or are accessible via lifts for differently abled individuals. Additionally, wheelchair-accessible restrooms are available at our corporate office.

**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.**

Yes, our HR policies are in line with the Rights of Persons with Disabilities Act, 2016 that promotes equal opportunities. We strive to ensure all facilities, technologies, information, and privileges are accessible to employees with disabilities and encourage them to apply. Employment decisions, career progression, training, and benefits are based on merit, with inclusive evaluations and accommodations provided; employees who acquire a disability can return to work at the same rank or be reskilled for another position at the same or higher rank. The policy is accessible 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	100.00%	100.00%	100.00%	100.00%
Female	87.50%	83.33%	0.00%	–
Total	96.88%	96.00%	80.00%	100.00%

**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, if an employee or worker issue is observed, it is first reported verbally to the immediate supervisor who will attempt



to resolve it. If serious, the matter is escalated to the Manager of Operations, recorded, and sent to the SPT for root cause analysis and action, with records maintained and reviewed by management, ensuring transparency and accountability.

	Grievance mechanism available?	If yes, provide details
Permanent Workers	Yes	Refer to Grievance Redressal Policy available at: <a href="http://www.morepen.com/investors">www.morepen.com/investors</a>
Other than Permanent Workers	Yes	Refer to Grievance Redressal Policy available at: <a href="http://www.morepen.com/investors">www.morepen.com/investors</a>
Permanent Employees	Yes	Refer to Grievance Redressal Policy available at: <a href="http://www.morepen.com/investors">www.morepen.com/investors</a>
Other than Permanent Employees	Yes	Refer to Grievance Redressal Policy available at: <a href="http://www.morepen.com/investors">www.morepen.com/investors</a>

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	1087	0	0%	713	0	0%
Male	974	0	0%	645	0	0%
Female	113	0	0%	68	0	0%
<b>Total Permanent Workers</b>	536	0	0%	464	0	0%
Male	499	0	0%	429	0	0%
Female	37	0	0%	35	0	0%

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

Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measure		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. I	% (C/A)		No. I	% (E/A)	No. (F)	% (F/A)
<b>Employees</b>										
Male	999	999	100%	999	100%	645	645	100%	645	100%
Female	122	122	100%	122	100%	68	68	100%	68	100%
<b>Total</b>	<b>1,121</b>	<b>1,121</b>	<b>100%</b>	<b>1,121</b>	<b>100%</b>	<b>713</b>	<b>713</b>	<b>100%</b>	<b>713</b>	<b>100%</b>
<b>Workers</b>										
Male	1,346	1,346	100%	1,346	100%	429	429	100%	429	100%
Female	132	132	100%	132	100%	35	35	100%	35	100%
<b>Total</b>	<b>1,478</b>	<b>1,478</b>	<b>100%</b>	<b>1,478</b>	<b>100%</b>	<b>464</b>	<b>464</b>	<b>100%</b>	<b>464</b>	<b>100%</b>

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	999	999	100%	1,074	1,074	100%
Female	122	122	100%	111	111	100%
<b>Total</b>	<b>1,121</b>	<b>1,121</b>	<b>100%</b>	<b>1,185</b>	<b>1,185</b>	<b>100%</b>
<b>Workers</b>						
Male	1,346	1,346	100%	429	429	100%
Female	132	132	100%	35	35	100%
<b>Total</b>	<b>1,478</b>	<b>1,478</b>	<b>100%</b>	<b>464</b>	<b>464</b>	<b>100%</b>

**10. Health & Safety Management System**

- a. **Whether an occupational health and safety management system has been implemented by the entity?**  
 Yes, Company's Health & Safety Management System incorporates workplace safety by identifying and mitigating risks, complying with legal requirements, and providing training and resources. It includes regular safety audits, emergency preparedness plans, incident reporting, and continuous improvement measures to promote a safe and healthy work environment. We shall also seek to implement ISO 45001 in all our manufacturing facility in the subsequent years.
- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**  
 Yes, to identify work-related hazards and assess risks, company has processes such as Job Safety Analysis (JSA), regular safety audits, Hazard Identification and Risk Assessment (HIRA), and employee safety training. Additionally, conducting routine inspections and engaging in hazard reporting systems help in identifying and mitigating risks for both routine and non-routine tasks.
- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks**  
 Yes, workers can report work-related hazards through formal channels such as hazard reporting systems or safety suggestion boxes. Workers are trained to recognize, and report risks immediately to their supervisors or safety officers. If facing immediate danger, workers have the right to remove themselves from the hazardous situation and seek guidance from their safety team for resolution.
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**  
 Yes, employees and workers typically have access to non-occupational medical and healthcare services through employee benefits programs, which include health insurance, wellness programs, and access to general medical care in OHC. These services help address general health needs and provide support for overall well-being outside of work-related issues.

**11. Details of safety related incidents:**

Safety Incident/Number	Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.40	0
Total recordable work-related injuries	Employees	0	0
	Workers	8	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

A safe and healthy workplace is one where entity support and promote health and safety at work. We have a EHS policy that continually strives towards EHS excellence and emphasize strongly to create a safe and healthy workplace for its employees and protect the environment. We comply with all local regulations and conducts regular safety trainings for employees and workers that promotes the safety culture in our company.



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

	FY 2023-24			FY 2022-23		
	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	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

**14. Assessments for the year:**

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

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

We have a well-established strategy and procedure for ensuring health & safety of our employees and workers are being maintained at the highest level. Our actions are driven by our Environment, Health & Safety (EHS) policy where an assessment is conducted before undertaking any project and provide comprehensive trainings. There were no significant risks/concerns identified from the health and safety assessments undertaken during the year.

**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).**

Yes, company provides life insurance or a compensatory package to employees to ensure financial support for their families in the event of death. Similarly, it extends similar benefits to workers, reflecting a commitment to their well-being and security both on and off the job.

**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 has implemented rigorous monitoring and auditing processes to ensure that statutory dues are accurately deducted and deposited by value chain partners. This includes requiring regular compliance reports and conducting periodic reviews to verify adherence to legal and regulatory requirements.

**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 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	
	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
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)**

Yes, company provides transition assistance programs to support continued employability and manage career endings due to retirement or termination, including career counseling, job placement services, and retirement planning.

**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	0
Working conditions	0

Currently we do not have a mechanism to assess the value chain partners but we are developing assessment mechanism for our value chain partners that assess them on different aspects of Environment, Social and Governance (ESG).

**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.**

We did not encounter any significant concerns arising from assessments of health and safety practices and working conditions of value chain partners. We would be taking up independent assessments of our value chain partners in coming years which will also include health & safety and working conditions of our value chain partners.

**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.**

To identify key stakeholder groups, the company has processes such as stakeholder mapping to categorize and prioritize stakeholders based on their impact and interest. Conducting surveys and interviews helps gather insights on stakeholders' concerns and expectations. Additionally, analyzing internal and external environments identifies relevant groups and their influence on the entity's operations. Regularly reviewing and updating stakeholder lists ensures ongoing relevance and engagement.

**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	Channels of communication	Frequency of engagement	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"> <li>Email</li> <li>Website</li> <li>E-commerce Platforms</li> </ul>	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"> <li>Product satisfaction &amp; safety concerns</li> <li>Product responsibility</li> <li>Cost competitiveness</li> </ul>
2	Consumers, i.e. B2C	No	<ul style="list-style-type: none"> <li>Email</li> <li>Website</li> <li>In-person meetings</li> <li>Virtual meetings</li> </ul>	On-going	Ensuring Quality services. The key areas of interest are- <ul style="list-style-type: none"> <li>Product quality</li> <li>Cost competitiveness</li> <li>Product reach</li> </ul>
3	Shareholders/ Investors	No	<ul style="list-style-type: none"> <li>Email</li> <li>Website</li> <li>Investor presentations</li> <li>Annual Quarterly Reports, Earning calls</li> </ul>	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"> <li>Company financial performance</li> <li>Business strategy</li> <li>Corporate Governance</li> <li>Regulatory disclosures</li> </ul>



S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
4	Government authorities	No	<ul style="list-style-type: none"> <li>Email</li> <li>In-person meetings</li> <li>Submissions</li> </ul>	Event based	Ensuring compliance and prevent any potential non-compliance The key areas of interest are- <ul style="list-style-type: none"> <li>Timely disclosures</li> <li>Regulatory compliance</li> </ul>
5	Local Community	Yes	<ul style="list-style-type: none"> <li>Community meetings</li> <li>Website</li> <li>Through NGO</li> </ul>	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"> <li>Community development programs</li> <li>Upliftment of vulnerable and marginalized group</li> </ul>
6	Employees	No	<ul style="list-style-type: none"> <li>Email</li> <li>Town Hall</li> </ul>	On-going	Providing company updates, address employee concerns, and gather feedback. The key areas of interest are- <ul style="list-style-type: none"> <li>Work conditions</li> <li>Career development</li> <li>Company policies &amp; benefits</li> </ul>
7	Supplier/Vendor	No	<ul style="list-style-type: none"> <li>Email</li> <li>In-person meetings</li> <li>Virtual meetings</li> </ul>	On-going	Understanding business requirements quality standards, and address vendor concerns. The key areas of interest are- <ul style="list-style-type: none"> <li>Payment terms</li> <li>Product quality</li> <li>Supply chain collaboration</li> </ul>

### 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 ensures transparent communication with their stakeholders as they are the key driving force towards strengthening our relationship. We ensure access to relevant information about our decisions without hindering the confidentiality of the information. We continuously engage with our stakeholders through different mechanism as described above and these communications are driven by our senior management. We are planning to set up a process for regular consultations between stakeholders and the Board on economic, environmental, and social topics, with structured feedback mechanisms ensuring stakeholder inputs are reviewed and addressed by the Board. If consultations are delegated, a comprehensive summary of feedback will be provided to the Board for informed decision-making.

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.

We are planning to set up a sustainability committee in FY 24-25, whose responsibility will be to address ESG issues. Stakeholder consultation is a key component in identifying and managing environmental and social topics. For instance, inputs from stakeholders have led to the incorporation of more stringent waste management practices and the implementation of energy-efficient technologies in our operations. This ongoing dialogue ensures that our policies and activities align with stakeholder expectations and contribute to our sustainability goals.

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

We have recognized our community members as a vulnerable and marginalized stakeholder group and Corporate Social Responsibility (CSR) policy and initiatives help us to engage with our communities and understand their concerns. We regularly conduct need assessments to identify and prioritize focus areas for the 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, in the following format:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (c)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1087	0	0%	1073	0	0%
Other than permanent	34	0	0%	0	0	0%
<b>Total Employees</b>	<b>1121</b>	<b>0</b>	<b>0%</b>	<b>1073</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>						
Permanent	536	0	0%	576	0	0%
Other than permanent	942	0	0%	829	0	0%
<b>Total Employees</b>	<b>1478</b>	<b>0</b>	<b>0%</b>	<b>1405</b>	<b>0</b>	<b>0%</b>

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

Category	FY 2023-24 (Current Financial Year)				FY 2022-23 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>1087</b>	<b>304</b>	<b>27.97%</b>	<b>784</b>	<b>72.13%</b>	<b>713</b>	<b>0</b>	<b>0%</b>	<b>713</b>	<b>100%</b>
Male	974	260	26.69%	714	73.31%	645	0	0%	645	100%
Female	113	43	38.05%	70	61.95%	68	0	0%	68	100%
<b>Other than Permanent</b>	<b>34</b>	<b>9</b>	<b>26.47%</b>	<b>25</b>	<b>73.53%</b>	<b>75</b>	<b>0</b>	<b>0%</b>	<b>75</b>	<b>100%</b>
Male	25	7	28.00%	18	72.00%	70	0	0%	70	100%
Female	9	2	22.22%	7	77.78%	5	0	0%	5	100%



Workers										
<b>Permanent</b>	<b>536</b>	<b>0</b>	<b>0%</b>	<b>536</b>	<b>100.00%</b>	<b>464</b>	<b>0</b>	<b>0%</b>	<b>464</b>	<b>100%</b>
Male	499	0	0%	499	100.00%	429	0	0%	429	100%
Female	37	0	0%	37	100.00%	35	0	0%	35	100%
<b>Other than Permanent</b>	<b>942</b>	<b>301</b>	<b>31.95%</b>	<b>641</b>	<b>68.05%</b>	<b>829</b>	<b>0</b>	<b>0%</b>	<b>829</b>	<b>100%</b>
Male	847	300	35.42%	547	64.58%	745	0	0%	745	100%
Female	95	1	1.05%	94	98.95%	84	0	0%	84	100%

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	3,04,55,004	0	0
Key Managerial Personnel	2	1,73,35,311	0	0
Employees other than Board of Directors and KMP	970	4,56,315	113	4,60,840
Workers	499	3,21,417	37	4,94,251

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	10.96%	10.67%

### 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)

Human Rights department is responsible for addressing human rights impacts and issues caused or contributed to by the business. Human Rights department ensures that human rights concerns are systematically identified, evaluated, and managed. It oversees the implementation of relevant policies, facilitate stakeholder consultations, and ensure that any human rights issues are addressed transparently and effectively. Regular reports and updates are provided to senior management and the board to ensure accountability and continuous improvement.

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

Human Rights department addresses human rights grievances, this includes a clear and confidential reporting process accessible to all stakeholders. These mechanisms ensure timely and fair investigation of complaints, with outcomes communicated transparently. Regular training and awareness programs are conducted to inform employees and stakeholders about their rights and the grievance procedures. Additionally, there is a system for monitoring and evaluating the effectiveness of grievance redressal processes to ensure continuous improvement.

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

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	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	0	0	Nil	1	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/ workers	0	0.68%
Complaints on POSH upheld	0	1

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

In accordance with the company's Vigil Mechanism / Whistle Blower Policy, mechanism to prevent adverse consequences for complainants in discrimination and harassment cases include confidential reporting channels, thorough and impartial investigations, and immediate corrective actions to address issues. The company ensures that complainants are protected from retaliation or any negative impact on their employment status, with support services such as counseling and legal advice available. Regular training is provided to staff to foster a respectful workplace culture and reinforce these protections.

**9. Do human rights requirements form part of your business agreements and contracts?**

No, we will add the above clause in the agreements in the subsequent financial years.

**10. 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	–

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

We are in the process of conducting assessment on the above topics and would report on the significant risks and concerns arising in the reports of upcoming years.

**Leadership Indicators**

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

In response to addressing human rights grievances and complaints, we have modified our business processes to include comprehensive training on human rights for all employees, established a confidential reporting system for grievances, and implemented stricter oversight and audit mechanisms. These changes ensure that human rights are respected and protected throughout our operations.

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

While the company did not undertake any formal Human Rights due diligence during the reporting period, we remain committed to upholding human rights across all our operations. Plans are underway to implement a comprehensive due-diligence process in the near future. Our ongoing efforts include internal assessments and stakeholder consultations to identify and address potential human rights concerns.

**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 premises and offices of the entity are accessible to differently abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016. We have implemented necessary modifications such as ramps, elevators, and accessible restrooms to ensure ease of access. Our commitment is to create an inclusive environment for all visitors. Regular audits are conducted to ensure ongoing compliance and accessibility.



#### 4. Details on assessment of value chain partners:

While we have not yet conducted a formal assessment of our value chain partners on issues such as Sexual Harassment, Discrimination at the Workplace, Child Labour, Forced or Involuntary Labour, and Wages, we are committed to upholding high ethical standards. We plan to implement comprehensive assessments in the future to ensure compliance and address any concerns in these areas. Our aim is to foster a responsible and ethical value chain.

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	–

#### 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, in the following format:

Parameter	FY 2023-24 (GJ)	FY 2022-23 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	–	–
Total fuel consumption (B)	–	1747.08
Energy consumption through other sources (C)	–	–
Total energy consumed from renewable sources (A+B+C)	–	1747.08
<b>From non-renewable sources</b>		
Total electricity consumption (D)	83,218.06	65,554.72
Total fuel consumption (E)	28,1306.19	1,74,247.21
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	3,64,524.25	2,39,801.93
Total energy consumed (A+B+C+D+E+F)	3,64,524.25	2,41,549.01
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) KJ / L INR	2.38	1.81
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) KJ / L INR	54.53	41.38
<b>Energy intensity in terms of physical output*</b>	–	–

\*Due to the complexity of our products, we are not disclosing the intensity as per production volume as a single unit for this financial year. We have initiated processes to capture this information and will disclose it in FY 2024-25.

#### 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, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	–	–
(ii) Groundwater	94,209	91,232
(iii) Third party water	12,729.5	9,146.5
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,06,938.5</b>	<b>1,00,378.5</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>61,139.05</b>	<b>53,506.85</b>
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) KL / L INR	0.3998	0.4007
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL / L INR	9.146	9.167
Water intensity in terms of physical output	–	–

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

**4. Provide the following details related to water discharged:**

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		
- No treatment	–	–
- With treatment - please specify level of treatment	45,656.000	46,820.000
(v) Others		
- No treatment	–	–
- With treatment - please specify level of treatment	143.450	51.650
<b>Total water discharged (in kilolitres)</b>	<b>45,799.450</b>	<b>46,871.650</b>

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

Yes, all our manufacturing facility are Zero Liquid Discharge (ZLD). The company has adopted reduce, reuse, recycle and recharge strategy to conserve water. Process and domestic wastewater is treated in a full flashed ETP plant consisting of primary (Stripping , MEE & ATFD ), secondary and tertiary treatment with two stage R.O with polisher system. Treated process wastewater is recycled in utilities as cooling towers. Domestic waste water is treated and used for gardening.



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

Parameter	Please specify unit	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
NOx	Metric Tonnes	54,73,139.02	7141793.94
Sox	Metric Tonnes	2977479.54	2433825.23
Particulate matter (PM)	Metric Tonnes	6673570.52	14490459.44
Persistent organic pollutants (POP)	Metric Tonnes	0.00	0.00
Volatile organic compounds (VOC)	Metric Tonnes	0.00	0.00
Hazardous air pollutants (HAP)	Metric Tonnes	0.00	0.00

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31,403.01	17,576.05
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	16,412.46	12,928.85
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	T CO <sub>2</sub> e / L INR	0.31	0.23
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)	T CO <sub>2</sub> e / L INR	6.86	5.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output*		–	–

\*Due to the complexity of our products, we are not disclosing the intensity as per production volume as a single unit for this financial year. We have initiated processes to capture this information and will disclose it in FY 2024-25.

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

Yes, we have replaced 3 X 36 Watt CFL lamps with 36 Watt LED Lights at our Labs ( Total Qty. 50 Nos.), thus getting saving of 15768 KWH Units per year and less CO<sub>2</sub> GHG Gas emission of qty 11.20 Ton/Year.

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

Parameter	2023-24 (Current Financial year)	2022-23 (Previous Financial year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1.144	1.162
E-waste(B)	0.047	0.170
Bio-medical waste (C)	0.038	0.072
Construction and demolition waste (D)	–	–
Battery waste (E)	–	0.648
Radioactive waste (F)	–	–
Other Hazardous waste. Please specify, if any. (G)	3,506.460	3,159.293
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>3,507.689</b>	<b>3161.345</b>
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) kg / L INR	22.930	23.670
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	524.740	541.620
Waste intensity in terms of physical output	–	–
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	–	–
(ii) Re-used	–	–
(iii) Other recovery operations	–	–
<b>Total</b>	<b>–</b>	<b>–</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	–	–
(ii) Landfilling	231.540	2.170
(iii) Other disposal operations	583.940	379.600
<b>Total</b>	<b>815.480</b>	<b>381.770</b>

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

- We are recycling the 50 Ltrs THF in each batch of LN8 after distillation in SRP.
- We are recycling the 400 Ltrs Toluene in each batch of LG02N after distillation in SRP.
- We are recycling the 140 Ltrs RM 807 in each batch of LG03N after distillation in SRP.
- We are recycling the 400 Ltrs Acetone in each batch of OL05 after distillation in SRP.
- Our plant has consistently scaled up its waste management practices by reducing generated quantities and directing waste to authorized Treatment, Storage and Disposal Facilities (TSDF). We have dedicated storage area for different type of waste. Spent solvent generated during the manufacturing of APIs are either recovered and used locally or transferred to registered recyclers. Promoting process improvement to improve the yield of the product and in turn reducing the waste generated.



- All types of waste are labelled , stored and disposed as per applicable rules.
- Promoting process improvement to improve the yield of the product and in turn reducing the waste generated.
- Waste management process is handled by BMS team and DLF have an authorized vendor - Green Motive Facilities

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

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			

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

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

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

Yes, the company is compliant with all applicable environmental law/regulations/guidelines in India. There have no cases of non-compliances with environmental laws during the reporting year.

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. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not Applicable, none of our sites are in water stress areas.

For each facility / plant located in areas of water stress, provide the following information: Not Applicable

- (i) Name of the area : Not Applicable
- (ii) Nature of operations : Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

Parameter	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (Optional)-the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	-	-

(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	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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

Parameter	Unit	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	We would be calculating our scope 3 emissions in the upcoming years	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emissions intensity</b> (Optional)-the relevant metric may be selected by the entity			

3. With respect to the ecologically sensitive areas reported at Question 11 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, none of our manufacturing facilities are in ecologically sensitive areas.

4. 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, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	While the company not yet undertaken specific initiatives or employed innovative technologies to improve resource efficiency or reduce the impact of emissions, effluent discharge, or waste generation, we are committed to exploring and implementing such solutions in the future. Our focus will be on identifying effective strategies and technologies that align with our sustainability goals. We are dedicated to enhancing our environmental performance and will provide updates on any future initiatives and their outcomes.	-



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

Company has formulated business continuity and disaster management plan to ensure uninterrupted operations and safeguard stakeholders. The plan includes comprehensive risk assessment to identify potential threats, such as natural disasters, pandemics, and supply chain disruptions. Company has established protocols for crisis communication, ensuring timely and accurate information dissemination to employees, partners and customers.

Our strategy encompasses the development of contingency plans for critical functions, including production, distribution, and IT systems. We have designated a crisis management team responsible for coordinating response efforts and maintaining operational resilience. Regular training and simulation exercises are conducted to prepare employees for emergency situations.

Additionally, we maintain strategic stockpiles of essential raw materials and finished products to mitigate supply chain risks. Our facilities are equipped with advanced safety systems and backup power supplies to ensure operational continuity. Continuous monitoring and review of our plan ensure it remains effective and up-to-date, aligned with industry best practices and regulatory requirements.

**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.**

We would be assessing our value chain partners in the upcoming years.

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

While the company has not yet conducted a formal assessment of our value chain partners for environmental impacts, we are committed to implementing this important process in the future. Our aim is to ensure that our value chain aligns with our environmental sustainability goals, and we plan to establish comprehensive assessment protocols to achieve this.

**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.**

NIL, we have not received any adverse orders from regulatory authorities on any issues related to anti- competitive conduct.

**Leadership Indicators**

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

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.

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.

We have established a Grievance Redressal Mechanism for the local community and panchayats. The mechanism to receive and redress community grievances include establishing accessible and transparent reporting channels, such as hotlines, online platforms, or community liaison officers. The entity conducts prompt and impartial investigations into grievances and ensures timely and effective resolution. Regular community meetings and feedback sessions are held to engage with stakeholders and address their concerns. The process includes documenting and tracking grievances to monitor trends and improve practices continuously.

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

Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.83%	1.81%
Directly from within India	39.79%	45.03%

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	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Rural	25.72%	23.03%
Semi-Urban	40.89%	44.17%
Urban	7.48%	8.90%
Metropolitan	25.91%	23.91%

**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):

Not Applicable, as we have not conducted any Social Impact Assessment in the reporting Financial Year.

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.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No, but we work with marginalized or vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable



(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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
Not Applicable		

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
<b>A Promoting healthcare including preventive healthcare</b>			
1	Healthcare facility to community, aid to dispensary, and running charitable dispensary	2020	Vulnerable- 28% Marginalized- 15%
2	Help to Needy facing health issues	2	Vulnerable- 100% Marginalized- 0%
3	Construction of Toilets in the school	45	Vulnerable- 5% Marginalized- 10%
4	Providing dustbins	412	
<b>B Promoting education</b>			
1	Skill development / apprenticeship training	650	Vulnerable- 3% Marginalized- 25%
2	Infrastructure to schools	1230	Vulnerable- 17% Marginalized- 22%
3	Financial Aid to Children	6	Vulnerable- 100% Marginalized- 0%
4	Financial support to engage teaching staff	215	Vulnerable- 15% Marginalized- 25%
5	Drinking Water Facility in School	330	Vulnerable- 30 % Marginalized- 10%
<b>C Rural Transformation</b>			
1	Installation of Solar streetlights	505	Vulnerable- 30% Marginalized- 25%
2	Construction of community hall	300	Vulnerable- 10% Marginalized- 15%
<b>D Conservation of natural resources maintaining quality</b>			
1	Waste management & environment awareness	575	Vulnerable- 30% Marginalized- 20%
2	Promoting environment awareness	40	Vulnerable- 5% Marginalized- 5%
3	Social Forestry & Tree plantation	Various	NA
<b>E Promoting Rural Sports</b>			
1	Infrastructure development, equipment for sports training and promoting rural sports	250	Vulnerable- 12 % Marginalized- 5%
<b>F Others</b>			
1	Musical Instrument to Mahila Mandal	60	Vulnerable- 37% Marginalized- 20%
2	Financial Aid to Widows	11	Vulnerable- 50 % Marginalized- 50%

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

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

The company has developed a robust mechanism and customer complaint procedures to receive the consumer complaints and feedback and thereafter resolve the grievances. We have a dedicated marketing department that looks into all the grievances from the consumers and do their best to promptly resolve in an efficient manner. The complaint is received at the registration unit and then prioritized based on severity of the complaint. The next step is to acknowledge the complaint, and a formal response is shared containing an expectation of when they will receive a response, and the person dealing with it. The Turn-around-Time (TAT) for all the complaints is 72 hours for urgent and 3 weeks for non-urgent and a final resolution is communicated to the customer within the stipulated time.

We are also in the process of obtaining ISO 9001 across the locations that requires companies to develop an effective consumer grievance redressal mechanism and there under that we would be developing a more robust system for the consumer grievances.

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

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

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	37771	0	Product quality related complaints	34672	0	Product quality related complaints

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

Category	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

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

Yes, our company has a policy that refers to the cyber security and risks related to data privacy. The policy can be accessed from the website of the company i.e. [www.morepen.com/investors](http://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

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - 0
- b. Percentage of data breaches involving personally identifiable information of customers - 0%
- c. Impact, if any, of the data breaches – 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	<a href="https://www.morepen.com/api">https://www.morepen.com/api</a>
Diagnostic division	<a href="https://www.morepen.com/homehealth">https://www.morepen.com/homehealth</a>
Finished formulations	<a href="https://www.morepen.com/formulations">https://www.morepen.com/formulations</a>

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 guarantees that every product is equipped with a label containing crucial information about its use. This label provides users with essential instructions, guidelines, and precautions. It generally includes the product name, ingredient list, usage directions, recommended dosage or application, storage guidelines, safety measures, and any relevant warnings or disclaimers. Such detailed labeling is vital for consumers to use the product correctly, maximize its benefits, and prevent any potential risks or misuse.

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

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

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 a whole? (Yes/No)

All the information which are required to be provided as per applicable laws are mentioned. We have not carried out any survey with regards to consumer satisfaction.