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affordable healthcare

# SOCIAL RESPONSIBILITY

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# Social Responsibility Policy

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# Social Responsibility Policy

## INTRODUCTION:

At SHILPA PHARMA LIFESCIENCES LTD, we are committed to embedding social responsibility into every aspect of our operations. This policy reflects our dedication to promoting a safe, inclusive, and respectful workplace while supporting broader social initiatives. We prioritize employee health and safety, equitable working conditions, diversity, and professional growth. Additionally, we strictly uphold laws and principles against child labor, forced labor, and human trafficking. Through this policy, we aim to advance the well-being of our employees, communities, and all stakeholders connected to our value chain.

## Scope:

This Social Responsibility Policy applies to all operations at SHILPA PHARMA LIFESCIENCES LTD,

Sr.No.	Locations
1.	Registered address of SHILPA PHARMA LIFESCIENCES LIMITED Plot No. 12-6-214/A-1, Shilpa House, Hyderabad Road, Raichur 584135. Karnataka, India.
2.	Shilpa Pharma Lifesciences Ltd - Unit-1 Plot No.1A & 1A P,1B,2,2A, 2B,3A to 3E ,4A,5A,4B & 5B,Deosugur Industrial Area, Raichur 584170, Karnataka, India.
3.	Shilpa Pharma Lifesciences Ltd 100% EOU – Unit II and R &D Centre Plot No.33, 33A & 40-47, Raichur Industrial Growth Centre, Wadloor Road, Chicksugur Post, Raichur 584134. Karnataka, India.

It encompasses all employees, contractors, suppliers, and stakeholders involved in our manufacturing and operational activities.

## Policy Statement:

SHILPA PHARMA LIFESCIENCES LTD is committed to fostering a workplace that upholds the highest standards of social responsibility. We prioritize employee health and safety, fair working conditions, and opportunities for professional growth. Our policy emphasizes diversity, equity, inclusion, and respect for human rights, including the prevention of child labor, forced labor, and human trafficking. Through active social dialogue, community health initiatives, and targeted programs addressing prevalent



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health challenges, we strive to positively impact our employees, stakeholders, and the communities we serve.

## Key Focus Areas:

- **Employee Health and Safety:** Ensure the health, safety, and well-being of all employees by implementing robust safety protocols and fostering a safe work environment.
- **Fair Working Conditions:** Promote equitable working conditions, including fair wages, reasonable work hours, and respect for labor rights.
- **Diversity, Equity, and Inclusion:** Foster a diverse and inclusive workplace that values and respects individuals irrespective of gender, ethnicity, religion, or background.
- **Social Dialogue:** Encourage open communication and collaboration between employees and management to address workplace concerns and foster mutual respect.
- **Career Management and Training:** Provide opportunities for professional development through training, skill-building programs, and clear career progression paths.
- **Prevention of Child Labor, Forced Labor, and Human Trafficking:** Uphold strict compliance with laws and ethical standards to prevent any form of child labor, forced labor, or human trafficking in operations and supply chains.
- **Rural Health Initiatives:** Support rural communities by enhancing access to healthcare and addressing prevalent health challenges.
- **Disease-Specific Programs:** Launch targeted initiatives to combat critical health issues such as diabetes, tuberculosis, and maternal health challenges in underserved areas.
- **External Stakeholder Human Rights:** Promote human rights across the supply chain by engaging contractors, subcontractors, suppliers, and other stakeholders in ethical practices.
- **Community Engagement and Social Impact:** Contribute to the well-being of local communities through partnerships, outreach programs, and corporate social responsibility initiatives.

## Objectives

**Baseline year:** FY 2022-23





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## ➤ Employee Health and Safety

- Enhance workplace safety by conducting regular risk assessments and implementing preventive measures specific to pharmaceutical manufacturing processes.
- Establish a health monitoring program for employees exposed to chemical or biological agents during production.
- Provide first-aid and emergency response training to all employees.
- Upgrade workplace safety infrastructure, including ventilation systems, to meet the highest pharmaceutical safety standards.
- Promote mental health awareness through employee assistance programs and wellness initiatives.

## ➤ Fair Working Conditions

- Ensure fair compensation for all employees, aligned with industry standards and regional benchmarks.
- Conduct regular employee satisfaction surveys to identify and address workplace concerns.
- Develop a grievance mechanism that allows employees to report unfair practices confidentially and securely.

## ➤ Diversity, Discrimination and Harassment

- Launch targeted hiring initiatives to increase representation of underrepresented groups in the workforce.
- Create a workplace culture that celebrates inclusivity through workshops and training sessions.
- Strengthen confidential mechanisms for reporting discrimination or harassment without fear of retaliation.
- Monitor and address unconscious bias in recruitment, promotions, and daily interactions.

## ➤ Social Dialogue

- Develop a feedback system to gather suggestions from employees and implement actionable changes.
- Train managers and team leaders in effective communication and conflict resolution.
- Establish a Social Dialogue Committee to foster collaboration between employees and management.
- Publish annual reports highlighting the outcomes of social dialogue initiatives.



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## ➤ Career Management and Training

- Develop customized training programs for employees at all levels, focusing on skills relevant to pharmaceutical manufacturing.
- Provide structured career development plans to help employees achieve their professional goals.
- Allocate dedicated budgets for employee training and certification in emerging technologies and regulatory standards.
- Conduct annual performance reviews to identify training needs and career progression opportunities.

## ➤ Prevention of Child Labor, Forced Labor, and Human Trafficking

- Conduct regular audits across operations and supply chains to ensure no child or forced labor is involved.
- Train procurement teams and suppliers on ethical sourcing and compliance with human rights standards.
- Partner with NGOs to raise awareness about human trafficking and labor rights in rural communities.
- Implement robust policies and due diligence processes to prevent any form of exploitation in the value chain.
- Report annually on efforts and progress toward eliminating child and forced labor from operations.

## ➤ Rural Health Initiatives

- Partner with local health organizations to set up health camps in underserved rural areas.
- Support initiatives to improve sanitation and clean water access in villages near manufacturing facilities.
- Distribute free or subsidized medicines to rural populations affected by critical health challenges.

## ➤ Disease-Specific Programs

- Collaborate with public health authorities to combat tuberculosis and diabetes in rural regions.
- Develop maternal and child health programs to reduce mortality rates in underserved communities.
- Provide funding and resources for community clinics addressing prevalent health challenges.



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- Conduct awareness campaigns about lifestyle diseases, targeting both employees and local communities.
- **External Stakeholder Human Rights**
  - Conduct supplier audits to ensure compliance with labor and human rights policies.
  - Develop a whistleblower mechanism for stakeholders to report any violations of human rights.
  - Engage with industry associations to promote collective action on human rights issues in the pharmaceutical supply chain.
- **Community Engagement and Social Impact**
  - Partner with local schools and educational institutions to support access to education and resources.
  - Develop community outreach programs focusing on women's empowerment and skill development.
  - Invest in infrastructure projects such as healthcare facilities and clean water systems for local communities.
  - Organize volunteer programs encouraging employees to contribute to social causes.

## Our Targets

**Baseline year:** FY 2022-23

- **Employee Health and Safety**
  - Conduct health and safety training for 100% of employees by FY 2028.
  - Reduce workplace injury incidents by 99% by FY 2030.
  - Ensure 95% compliance with internal safety audits by FY 2029.
  - Provide free annual health check-ups for 80% of employees by FY 2027.
  - Upgrade 75% of safety equipment and infrastructure by FY 2031.
- **Fair Working Conditions**
  - Achieve 100% compliance with labor laws and fair wage standards by FY 2027.
  - Conduct annual employee satisfaction surveys, targeting a 75% participation rate by FY 2029.
  - Resolve 90% of reported workplace grievances within 30 days by FY 2028.
  - Ensure 100% of employees have access to paid leave benefits by FY FY 2026.
  - Maintain an average employee workweek of no more than 48 hours across all operations by FY 2028.



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## ➤ Diversity, Discrimination and harassment

- Increase the representation of women in the workforce to 30% by FY 2030.
- Conduct diversity, anti-discrimination and anti-harassment training for 90% of employees annually by FY 2028.
- Appoint at least 20% of leadership roles to candidates from underrepresented groups by FY 2031.
- Ensure 100% awareness of the grievance redressal mechanism among employees by FY 2028.

## ➤ Social Dialogue

- Conduct annual employee-management forums, achieving 80% attendance by FY 2027.
- Establish a feedback mechanism used by 70% of employees by FY 2028.
- Resolve 85% of employee feedback concerns within 60 days by FY 2029.
- Publish an annual social dialogue report with 100% transparency by FY 2030.

## ➤ Career Management and Training

- Provide at least 20 hours of professional training annually to 90% of employees by FY 2028.
- Offer structured career progression plans to 75% of employees by FY 2030.
- Achieve 80% employee participation in skill-building programs by FY 2029.
- Ensure 100% of employees undergo performance reviews annually by FY 2026.

## ➤ Prevention of Child Labor, Forced Labor, and Human Trafficking

- Conduct audits across 100% of suppliers for compliance with child labor and forced labor policies by FY 2028.
- Provide human rights training to 95% of procurement and supply chain staff by FY 2027.
- Investigate and resolve 100% of reported human trafficking concerns within 90 days by FY 2030.
- Achieve 100% supplier compliance with human rights standards by FY 2029.
- Partner with three NGOs or organizations to promote awareness of human trafficking by FY 2026.

## ➤ Rural Health Initiatives

- Organize 5 health camps in rural areas annually by FY 2028.
- Install clean water systems in at least 3 rural villages by FY 2031.
- Partner with local healthcare providers to deliver 5 disease awareness programs annually by FY 2027.

## ➤ Disease-Specific Programs

- Provide free diabetes screenings to 1,000 individuals annually by FY 2028.





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- Reduce tuberculosis incidence in partner communities by 10% by FY 2031.
- Train 500 healthcare workers in rural areas on maternal and child health by FY 2030.

## ➤ External Stakeholder Human Rights

- Audit 100% of high-risk suppliers for human rights compliance by FY 2027.
- Conduct human rights training for 100% of contractors and suppliers by FY 2028.
- Resolve 90% of human rights violations reported in the supply chain within 60 days by FY 2030.
- Engage with at least 5 industry groups on collective human rights initiatives by FY 2030.

## ➤ Community Engagement and Social Impact

- Increase the participation of employees in volunteering programs to 50% by FY 2031.
- Invest in 10 community infrastructure projects annually by FY 2028.
- Achieve 100% implementation of planned social impact projects within their scheduled timelines by FY 2026.

## Governance and Allocation of Responsibilities

### Board of Directors

- Set and oversee the company's vision for social responsibility and ethical practices.
- Approve policies and initiatives related to labor standards, human rights, and community impact.
- Ensure alignment of social responsibility goals with overall business strategies and operations.

### ESG Committee

- Oversee the implementation of the Social Responsibility Policy across all departments.
- Monitor compliance with labor laws, human rights principles, and workplace equity standards.
- Review and recommend improvements to social practices, including employee engagement and community initiatives.

### Human Resources (HR) Department

- Lead efforts to ensure fair working conditions, diversity, and inclusion within the workplace.



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- Develop and implement training programs for career development and employee well-being.
- Monitor adherence to labor policies and address employee grievances effectively.

## Procurement Managers

- Ensure suppliers and contractors comply with SHILPA PHARMA LIFESCIENCES LTD's labor and human rights standards.
- Conduct regular audits to identify and mitigate risks of child labor, forced labor, or unethical practices in the supply chain.
- Collaborate with suppliers to promote ethical sourcing and fair labor practices.

## Production Heads

- Ensure compliance with workplace safety standards within production facilities.
- Monitor and improve working conditions for employees involved in manufacturing processes.
- Train team members on ethical practices and human rights policies related to production operations.

## Community Engagement Team

- Plan and execute initiatives for rural health, education, and disease-specific programs.
- Build partnerships with local organizations to maximize the impact of community projects.
- Monitor and report the outcomes of community engagement efforts.

## All Employees

- Adhere to company policies on ethical practices, diversity, and workplace safety.
- Participate actively in training, awareness programs, and initiatives related to social responsibility.
- Report any violations or concerns related to labor rights, human rights, or workplace conditions to the appropriate channels.

## Reporting and Communication Framework

### 1. Social Responsibility Performance Metrics

- **Annual Evaluations:** Assess key social indicators such as employee welfare, labor practices, diversity, and community engagement.
- **Monitoring Tools:** Use tracking systems to gather data on training programs, diversity metrics, and social impact initiatives.
- **Monthly Reviews:** Compare performance against established baselines and targets.



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## 2. Progress Reporting to Management

- **Quarterly Updates:** Report on social responsibility initiatives and progress to senior management.
- **KPIs:** Track key performance indicators like employee satisfaction, diversity ratios, and community health impact.
- **Corrective Actions:** Identify gaps and implement measures for improvement.

## 3. Incident Reporting and Management

- **Incident Management:** Implement a system for reporting and addressing violations related to labor rights, human rights, and workplace safety.
- **Incident Summaries:** Provide monthly reports with root cause analyses and preventive actions.
- **Employee Training:** Equip employees with the knowledge to identify and report issues promptly.

## 4. Stakeholder and Customer Engagement

- **Customer Updates:** Regularly communicate progress on social responsibility initiatives to customers.
- **Stakeholder Feedback:** Collect feedback to continuously improve social responsibility practices.
- **Partnerships:** Foster collaborations with stakeholders to enhance social impact.

## 5. Employee Engagement and Internal Communication

- **Workshops & Training:** Conduct regular training sessions on social responsibility topics such as diversity, inclusion, and ethical practices.
- **Recognition Programs:** Acknowledge employees who significantly contribute to social responsibility goals.
- **Internal Bulletins:** Share updates on social responsibility achievements and initiatives.



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### SDG Alignment



### Review Mechanism

The HR Department and ESG Committee at SHILPA PHARMA LIFESCIENCES LTD will oversee the annual review of the Social Responsibility Policy to ensure its effectiveness and alignment with company goals. The review will assess progress against targets, incorporate stakeholder feedback, ensure compliance with relevant laws, and adjust strategies as needed. Any updates or changes will be promptly communicated to all stakeholders to ensure transparency and accountability.

**Next Review Date:** 01/08/2025

**Approved By:** K.SHARATH REDDY  
(Director)

**Signature of Approver:**



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### Employee Acknowledgement

I hereby acknowledge that I have read and understood the Social Responsibility Policy of SHILPA PHARMA LIFESCIENCES LTD. I recognize the importance of this policy in promoting fair working conditions, human rights, and community engagement. I commit to adhering to its principles, ensuring ethical practices in my role, and supporting the company's social responsibility goals. I also understand my responsibility to report any concerns related to labor rights, human rights, or workplace conditions, and to contribute to the continuous improvement of our social impact.

Name: RAUPRAXAS H SULAKHT

Designation: Sr. Executive - Purchase

Signature: [Signature]

Date: 06/05/2025