Shilpa | Innovating for affordable healthcare

KEY PERFORMANCE INDICATOR

ESG KPI ROADMAP UPTO 2030

SHILPA PHARMA LIFESCIENCES LTD.. acknowledges its pivotal role in advancing sustainable development and perceives it as an opportunity to generate positive outcomes rather than merely fulfilling societal obligations. We are committed to surpassing conventional standards of information disclosure and regulatory compliance by actively embracing sustainable practices. Through these efforts, we aspire to not only enhance the well-being of our employees, customers, suppliers, investors, partners, and shareholders but also to make meaningful contributions to the broader societal welfare.

During the 2022 period, SHILPA PHARMA LIFESCIENCES LTD.. conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs Upto 2030. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in alignment with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives.

Environmental (E)	Social (S)	Governance (G)
• Emissions	• Employment	• Board Diversity
• Energy	• Human Rights	• Ethical Practices
• Water	• Gender Equality	• Customer Health and Safety
• Air	• Health & Safety	• Value Chain
• Bio Diversity	• Corporate Social Resp	• Certifications
• Waste	• Certifications	
• Product LCA		
• Product Use		
• Certifications		

RESPONSIBILITIES

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management.

Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

In addition, the Procurement Head oversees the tracking and updating of Sustainable Procurement KPIs on a monthly and quarterly basis, and communicates these updates to the company's management team.

Together, these department heads play a crucial role in ensuring that key sustainability metrics are regularly monitored, updated, and reported to the company's management for informed decision-making and continuous improvement efforts.

Location

Below locations were covered to collect the data and prepare the ESG KPI roadmap 2030, including both corporate offices and manufacturing units.

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.

PERIOD OF REVIEW

In alignment with our commitment to strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

During these reviews, the cumulative progress against the KPIs will be meticulously evaluated, and subsequent statuses will be updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focused attention or adjustment.

Our current review cycle is synchronized with our annual target completion deadlines, set for March 31, 2031, respectively, for the financial years FY 2030-31. These deadlines serve as critical benchmarks for evaluating our year-long performance and strategic direction. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to maintain a trajectory of growth and success.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously in accordance to the Global Reporting Initiative (GRI) Standards, ensuring our sustainability metrics are in accordance with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By adhering GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.
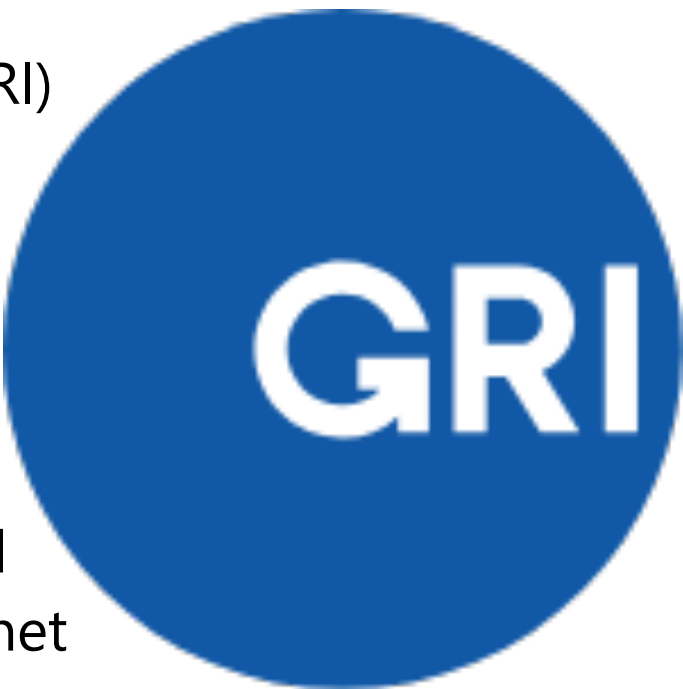
GRI Coverage Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.

GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

GRI Coverage Table for Social KPIs

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.

GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

GRI Coverage Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.

GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol

In accordance our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change

ENVIRONMENTAL

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2030-31 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO$_2$eq) 3653	Scope 1 GHG (tCO2eq) 5% Reduction (Target /Actual) 3470 / 2656	Scope 1 GHG (tCO2eq) 10% Reduction (Target /Actual) 3288 / 2432	Scope 1 GHG (tCO2eq) 15% Reduction (Target) 3105/	**13 CLIMATE ACTION**
	Scope 2 GHG (tCO2eq) 23,639	Scope 2 GHG (tCO2eq) 5% Reduction (Target /Actual) 22,457 / 23,672	Scope 2 GHG (tCO2eq) 10% Reduction (Target /Actual) 21,275 / 31,036	Scope 2 GHG (tCO2eq) 15% Reduction (Target /Actual) 20,093 /	
	Scope 3 GHG (tCO2eq) 710.4	Scope 3 GHG (tCO2eq) 5% Reduction (Target /Actual) 674.88 / 961.3	Scope 3 GHG (tCO2eq) 10% Reduction (Target /Actual) 639.36 / 862.6	Scope 3 GHG (tCO2eq) 15% Reduction (Target /Actual) 603.84 /	
	Scope 3 Downstream GHG Emission (tCO2eq) NA	Scope 3 Downstream GHG Emission (tCO2eq) 5% Reduction (Target /Actual) NA	Scope 3 downstream GHG Emission (tCO2eq) 10% Reduction (Target /Actual) NA	Scope 3 Downstream GHG Emission (tCO2eq) 15% Reduction (Target /Actual) NA	
	Scope 3 Upstream GHG Emission (tCO2eq) 710.4	Scope 3 Upstream GHG Emission (tCO2eq) 5% Reduction (Target /Actual) 674.88 / 961.3	Scope 3 Upstream GHG Emission (tCO2eq) 10% Reduction (Target /Actual) 639.36 / 862.6	Scope 3 Upstream GHG Emission (tCO2eq) 15% Reduction (Target /Actual) 603.84 /	

	% of GHG emissions data are collected form external stakeholder and suppliers **100%**	% of GHG emissions data are collected form external stakeholder and suppliers (Target / Actual) **100% / 100%**	% of GHG emissions data are collected form external stakeholder and suppliers (Target / Actual) **100% / 100%**	% of GHG emissions data are collected form external stakeholder and suppliers (Target / Actual) **100 % /**	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs.) **0.3325**	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in lakhs)) (Target / Actual) **0.322 / 0.3167**	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)) (Target / Actual) **0.309/0.311**	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) **0.298 /**	
	Budget for GHG emissions management (in lakhs) **12.42 lks**	Budget for GHG emissions management (in lakhs) (Target / Actual) **14 lks / 14.33 lks**	Budget for GHG emissions management (in lakhs) (Target / Actual) **14 lks / 14.02 lks**	Budget for GHG emissions management (in lakhs) (Target / Actual) **16.09 /**	
	% of supplier engage on climate action **30 %**	% of supplier engage on climate action **35% / 42 %**	% of supplier engage on climate action **40% / 50%**	% of supplier engage on climate action **70% /**	
	% of supplier partner to achieve GHG emission reduction **30 %**	% of supplier partner to achieve GHG emission reduction **35% / 42 %**	% of supplier partner to achieve GHG emission reduction **40% / 50%**	% of supplier partner to achieve GHG emission reduction **70% /**	
	Total gross annual revenue (in cr) **803.68 Rs**	Total gross annual revenue (in cr) (Target / Actual)	Total gross annual revenue (in cr) (Target / Actual) **815 / 844.38 Rs**	Total gross annual revenue (in cr) (Target / Actual)	

		810 / 827.34 Rs		820 / 827.34 Rs	
	People Trained on GHG (Manhours) NA	People Trained on GHG (Manhours) (Target / Actual) 200 / 450	# People Trained on GHG (Manhours) (Target / Actual) 400 / 457	People Trained on GHG (Manhours) (Target / Actual) 800 /	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100 % /	
Environmental Complaints	# of Complaints 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 /	
Energy	Total Energy consumed from electricity (in MWH) 28827.9	Total Energy consumed from electricity (in Mwh) (Target / Actual) 27948 / 28868	Total Energy consumed from electricity (in MWh) (Target / Actual) 27539 / 37848.8	Total Energy consumed from electricity (in MWh) (Target / Actual) 26382 /	
	Energy Intensity (MWH/Revenue (in Cr.) 32.86	Energy Intensity (Mwh/Revenue (in Cr.) 32.01/35.12	Energy Intensity (Mwh/Revenue (in Cr.) 31.87/33.81	Energy Intensity (Mwh/Revenue (in Cr.) 28.38 /	
	Total energy consumption from renewable energy (in MWH) 20180	Total energy consumption from renewable energy (in MWH) (Target / Actual) 23000/ 26033	Total energy consumption from renewable energy (in MWH) (Target / Actual) 24000/ 26534	Total energy consumption from renewable energy (in MWH) (Target / Actual) 27000 /	

	Renewable Energy against Total Energy (%) 70 %	Renewable Energy against Total Energy (%) 75% / 90.2%	Renewable Energy against Total Energy (%) 80%/ 70.1%	Renewable Energy against Total Energy (%) 90% /	
	People Trained on Energy Efficiency (Manhours) 0	People Trained on Energy Efficiency (Manhours) (Target / Actual) 200 /450	People Trained on Energy Efficiency (Manhours) (Target / Actual) 300 / 457	People Trained on Energy Efficiency (Manhours) (Target / Actual) 500 /	
Water	Total Water consumption (in Kilo Litres / Year) 64,106.26	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 63,383 / 58,072	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 60,473 / 77,056	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 53,938/	6 CLEAN WATER AND SANITATION
	Total Water recycled and reused (in Kilo Litres / Year) 46,004	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 48,000/ 58,072	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 50,000 / 48711	Total Water recycled and reused (in Kilo Litres / Year) (Target / Actual) 55,000 /	
	Total Rain Water Harvested (in Kilo Litres / Year) 0	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 100 / 0	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 500 / 0	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 1000 / 0	
	Total water consumption per employee (in Litres / Employee / Day) 29.6	Total water consumption per employee (in Litres / Employee) (Target / Actual) 27 / 28.1	Total water consumption per employee (in Litres / Employee) (Target / Actual) 26 /31.9	Total water consumption per employee (in Litres / Employee) (Target / Actual) 24 /	

Total Water Treated (In % of Total Water consumption) 68.8 %	Total Water Treated (In % of Total Water consumption) (Target / Actual) 70 % / 72.6%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 75%/ 62.5%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 80 % /	**6 CLEAN WATER AND SANITATION**
Water Intensity (Water consumed / Revenue (in Cr.) 78.10	Water Intensity (Water consumed / Revenue (in Cr.) 76.93 / 68.01	Water Intensity (Water consumed / Revenue (in Cr.) 74.38 / ND	Water Intensity (Water consumed / Revenue (in Cr.) 70 /	
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / 14	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100/ 04	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / 15	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 /	
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 80	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 60	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / 62.3	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /	**13 CLIMATE ACTION**
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 25	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 18	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / 15	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	

	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	
	0	100 / 450	200 / 457	500 /	
Air Pollution	SOx (Micro /m3) (Limit /Result) 80/ 15.2	SOx (Micro /m3) (Limit /Result) 80/ 14.5	SOx (Micro /m3) (Limit /Result) 80/11.9	SOx (Micro /m3) (Limit /Result) 80/	 13 CLIMATE ACTION
	NOx (Micro /m3) (Limit /Result) 80/17.6	NOx (Micro /m3) (Limit /Result) 80/22.5	NOx (Micro /m3) (Limit /Result) 80 /21.2	NOx (Micro /m3) (Limit /Result) 80 /	
	PM_{10} (mg/M^3) (Limit /Result) 100 / 65.8	PM_{10} (mg/M^3) (Limit /Result) 100/73.6	PM_{10} (mg/M^3) (Limit /Result) 100/65.8	PM_{10} (mg/M^3) (Limit /Result) 100 /	
	PM2.5 (mg/M^3) (Limit /Result) 60 / 23.4	PM2.5 (mg/M^3) (Limit /Result) 60 / 24.4	PM2.5 (mg/M^3) (Limit /Result) 60 / 28.9	PM2.5 (mg/M^3) (Limit /Result) 60 /	
	Ammonia (mg/M^3) (Limit /Result) 100/ NA	Ammonia (mg/M^3) (Limit /Result) 100 / NA	Ammonia (mg/M^3) (Limit /Result) 100 / NA	Ammonia (mg/M^3) (Limit /Result) 100 / NA	
	Lead (mg/M^3) (Actual /Limit) NA / 100	Lead (mg/M^3) (Actual /Limit) NA / 100	Lead (mg/M^3) (Actual /Limit) NA / 100	Lead (mg/M^3) (Actual /Limit) NA / 100	

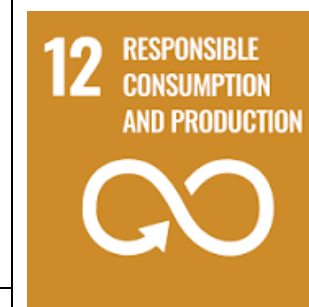|					
	Ozone (mg/M^3) (Actual /Limit) NA /100	Ozone (mg/M^3) (Actual /Limit) NA / 100	Ozone (mg/M^3) (Actual /Limit) NA / 100	Ozone (mg/M^3) (Actual /Limit) NA / 100	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 / 0	Cases of Non-Compliance of IS – 3646 Standard Part – III 0 /	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 63.86 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.78 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.93/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /75	![13 CLIMATE ACTION]
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.41 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.47 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.55 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /70	
Biodiversity Conservation	Number of native species supported (Target / Actual) 17.12	Number of native species supported (Target / Actual) 19 / 13	Number of native species supported (Target / Actual) 21 /15	Number of native species supported (Target / Actual) 25 /	
	No of total workforce received training on Biodiversity conservation 0	No of total workforce received training on Biodiversity conservation 100 / 450	No of total workforce received training on Biodiversity conservation 200 / 457	No of total workforce received training on Biodiversity conservation 500/	

	Number of Awareness session conducted on Biodiversity conservation 0	Number of Awareness session conducted on Biodiversity conservation 1 / 8	Number of Awareness session conducted on Biodiversity conservation 4/ 8	Number of Awareness session conducted on Biodiversity conservation 9 /	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 4407.41	Total Waste Generated (in Metric Tonnes) (Target / Actual) 43,946/ 4918.57	Total Waste Generated (in Metric Tonnes) (Target / Actual) 41,446/5206.05	Total Waste Generated (in Metric Tonnes) (Target / Actual) 40,392/	**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**
	Total Hazardous Waste Generation (in Metric Tonnes) 1,619.36	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1,538/ 2,323.87	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1505 /2,509.80	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1390 /	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 2769.85	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 2701/ 2507.25	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 2649/ 2605.66	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 2500/	
	% of total waste from company operations diverted from landfills 19.5 %	% of total waste from company operations diverted from landfills (Target / Actual) 21 % / 19.3 %	% of total waste from company operations diverted from landfills (Target / Actual) 23 % / 20.7 %	% of total waste from company operations diverted from landfills (Target / Actual) 40 %	

	Total Waste recycled in a year (in Metric Tonnes) (Target / Actual) **764.53**	Total Waste recycled in a year (in Metric Tonnes) (Target / Actual) **900 / 1392.15**	Total Waste recycled in a year (in Metric Tonnes) (Target / Actual) **1000 / 1447.45**	Total Waste recycled in a year (in Metric Tonnes) (Target / Actual) **1500 /**
	Total Waste Recover (in Metric Tonnes) **764.53**	Total Waste Recover (in Metric Tonnes) (Target / Actual) **900 / 1392.15**	Total Waste Recover (in Metric Tonnes) (Target / Actual) **1000 / 1447.45**	Total Waste Recover (in Metric Tonnes) (Target / Actual) **1500 /**
	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target / Actual) **0**	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target / Actual) **1/ 0.26**	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target / Actual) **1/0**	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target / Actual) **1/**
Product Use	% of products are returned due to quality issues or defects **2%**	% of products are returned due to quality issues or defects (Target / Actual) **1.8% / 1.20%**	% of products are returned due to quality issues or defects (Target / Actual) **1.4% / 0.40%**	% of products are returned due to quality issues or defects (Target / Actual) **0.3% /**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	% of products that pass rigorous quality control inspections before being shipped to customers **100%**	% of products that pass rigorous quality control inspections before being shipped to customers (Target / Actual) **100% / 100%**	% of products that pass rigorous quality control inspections before being shipped to customers (Target / Actual) **100% / 100%**	% of products that pass rigorous quality control inspections before being shipped to customers (Target / Actual) **100% /**
Product End of Life	Numbers of Product Life Cycle Assessment (Target / Actual) **1**	Numbers of Product Life Cycle Assessment (Target / Actual) **1 / 1**	Numbers of Product Life Cycle Assessment (Target / Actual) **1 / 1**	Numbers of Product Life Cycle Assessment (Target / Actual) **1 /**

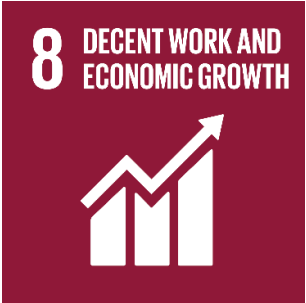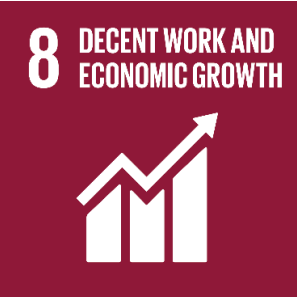|				
	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target / Actual) 10 / 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target / Actual) 9 / 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target / Actual) 8 / 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target / Actual) 5 /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 0%	Percentage of recycled input material out of total materials consumed 5% / 3%	Percentage of recycled input material out of total materials consumed 15% / 4%	Percentage of recycled input material out of total materials consumed 25%	**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**
	Number of awareness session with customer on disposal of product after use 1	Number of awareness session with customer on disposal of product after use 2 / 2	Number of awareness session with customer on disposal of product after use 3 / 4	Number of awareness session with customer on disposal of product after use 5 /	
	% of customers covered in awareness session on disposal of product after use 30	% of customers covered in awareness session on disposal of product after use 100 / 100	% of customers covered in awareness session on disposal of product after use 100 / 100	% of customers covered in awareness session on disposal of product after use 100 /	
	% of company's customer base has actively engaged in sustainable consumption practices 10%	% of company's customer base has actively engaged in sustainable consumption practices 12% / 14%	% of company's customer base has actively engaged in sustainable consumption practices 14% / 15%	% of company's customer base has actively engaged in sustainable consumption practices 16% /	

Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100% / 100%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100% / 100%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100%
	% of Sustainable Sourcing of Raw material (Target / Actual) 5%	% of Sustainable Sourcing of Raw material (Target / Actual) 10% / 12%	% of Sustainable Sourcing of Raw material (Target / Actual) 15% /15%	% of Sustainable Sourcing of Raw material (Target / Actual) 25% /
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual) 100% /
	Percentage of operational sites with an environmental certification, such as ISO 50001 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% / 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual) 100% /
Environmental service and advocacy	Number of environmental service and advocacy events organized 1	Number of environmental service and advocacy events organized 3 / 2	Number of environmental service and advocacy events organized 5 / 2	Number of environmental service and advocacy events organized 10 /

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

	Percentage of Customers Participating in environmental service and advocacy related Training Programs 65%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target / Actual) 100% / 30%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target / Actual) 100% / 45%	Percentage of Customers Participating in environmental service and advocacy related Training Programs(Target /Actual) 100% /
Training	% of buyers across all locations who have received training on sustainable procurement 0%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 90% / 90%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% / 98%	% of buyers across all locations who have received training on sustainable procurement (Target / Actual) 100% /
	% of total workforce received training on environmental issues 100%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% / 100%	% of total workforce received training on environmental issues (Target / Actual) 100% /
	% of audited supplier engaged in capacity building 100%	% of audited supplier engaged in capacity building (Target / Actual) 100% / 100%	% of audited supplier engaged in capacity building (Target / Actual) 100% / 100%	% of audited supplier engaged in capacity building (Target / Actual) 100% /

Social					
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2030-31 Target	UN - SDGs
Employment	Child Labour (%) (Target / Actual) 0	Child Labour (%) (Target / Actual) 0 / 0	Child Labour (%) (Target / Actual) 0 / 0	Child Labour (%) (Target / Actual) 0 /	8 DECENT WORK AND ECONOMIC GROWTH
	Force Labour (%) (Target / Actual) 0	Force Labour (%) (Target / Actual) 0 / 0	Force Labour (%) (Target / Actual) 0 / 0	Force Labour (%) (Target / Actual) 0 /	
	Human Trafficking (%) (Target / Actual) 0	Human Trafficking (%) (Target / Actual) 0 / 0	Human Trafficking (%) (Target / Actual) 0 / 0	Human Trafficking (%) (Target / Actual) 0 /	
	Attrition Ratio (%) (Target / Actual) 16%	Attrition Ratio (%) (Target / Actual) 15%/ 24%	Attrition Ratio (%) (Target / Actual) 13% / 16%	Attrition Ratio (%) (Target / Actual) 11% /	
	Total Training Hours of employees (Target / Actual) 54474	Total Training Hours of employees (Target / Actual) 60000 / 54494	Total Training Hours of employees (Target / Actual) 65000 / 42567	Total Training Hours of employees (Target / Actual) 100000 /	
	Average Training Hours per employee (Target / Actual) 86	Average Training Hours per employee (Target / Actual) 150 / 174	Average Training Hours per employee (Target / Actual) 200 / 239	Average Training Hours per employee (Target / Actual) 300 /	

	Average Salary above Minimum Wages (%) 100 %	Average Salary above Minimum Wages (%) 100 % /100%	Average Salary above Minimum Wages (%) 100 % /100%	Average Salary above Minimum Wages (%) 100 % /100%
	Pay ratio between the highest-paid person and the median employee (%) 300 %	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual) 200 / 187	Pay ratio between the highest-paid person and the median employee (%)(Target / Actual) 180/ 172	Pay ratio between the highest-paid person and the median employee (%)(Target / Actual) 170 /
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100% / 100 %	Employees Above Living wage rules 100% / 100 %	Employees Above Living wage rules 100% /
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% /
	Hiring of Local People (%) 0 %	Hiring of Local People (%) 0 %/0 %	Hiring of Local People (%) 87.5% / 92%	Hiring of Local People (%) 90% /
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 1% / 0 %	Hiring of People with Disability (%) 1% / 0%	Hiring of People with Disability (%) 1% /
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% / 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1%/ 0 %	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% /

8 DECENT WORK AND ECONOMIC GROWTH

	Hiring of Vulnerable / Marginalized People in company (%) **10%**	Hiring of Vulnerable / Marginalized People in company (%) **10% / 10.8%**	Hiring of Vulnerable / Marginalized People in company (%) **11% / 11.3%**	Hiring of Vulnerable / Marginalized People in company (%) **12% /**	
	% of your employees with disabilities feel included and supported in the workplace? **100 %**	% of your employees with disabilities feel included and supported in the workplace? **100 % / 100 %**	% of your employees with disabilities feel included and supported in the workplace? **100 % / 100 %**	% of your employees with disabilities feel included and supported in the workplace? **100 % /**	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees **0.00**	Lost time injury (LTI) frequency rate for direct workforce **0.00 / 0.00**	Lost time injury (LTI) frequency rate for direct workforce **0.00 / 0.00**	Lost time injury (LTI) frequency rate for direct workforce **0.00 /**	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers **0.00**	Lost time injury (LTI) frequency rate for Subcontractor's Workers **0.00 / 0.00**	Lost time injury (LTI) frequency rate for Subcontractor's Workers **0.00 / 0.04**	Lost time injury (LTI) frequency rate for Subcontractor's Workers **0.00 /**	**3** GOOD HEALTH AND WELL-BEING
	Lost time Severity (LTI) frequency rate for Employees **3.88**	Lost time Severity (LTI) frequency rate for Employees **0.00 / 0.00**	Lost time Severity (LTI) frequency rate for Employees **0.00 / 0.00**	Lost time Severity (LTI) frequency rate for Employees **0.00 /**	
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers **0.00**	Lost time Severity (LTI) frequency rate for Subcontractor's Workers **0.00 / 0.00**	Lost time Severity (LTI) frequency rate for Subcontractor's Workers **0.00 / 0.00**	Lost time Severity (LTI) frequency rate for Subcontractor's Workers **0.00 /**	
	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	# of Work-related Incidents	

	16	0 / 3	0 / 13	0 /
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents
	0	0 / 0	0 / 0	0 /
	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health
	12	0 / 0	0 / 12	0 /
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)
	100%	100% / 100%	100% / 100%	100% /
	% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual)
	100%	100% / 100%	100% / 100%	100% /
	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)
	10,275	11,000/12,503	15,000/ 37,975	30,000 /

Human Rights	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%/	10 REDUCED INEQUALITIES
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% /	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %/100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % /	
	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%/	

	% of the total workforce across all locations who received regular performance and career development reviews **100%**	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) **100% / 100%**	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) **100% / 100%**	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual) **100% /**	
	# of Complaints reported on Child Labour / Human Trafficking **0**	# of Complaints reported on Child Labour / Human Trafficking **0 / 0**	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) **0 / 0**	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) **0 /**	
	# of Complaints reported on Sexual Harassment **0**	# of Complaints reported on Sexual Harassment **0 / 0**	# of Complaints reported on Sexual Harassment (Target / Actual) **0 / 0**	# of Complaints reported on Sexual Harassment (Target / Actual) **0/**	
	# of Complaints reported on Discrimination (Internal) **0**	# of Complaints reported on Discrimination (Internal) (Target / Actual) **0 / 0**	# of Complaints reported on Discrimination (Internal) (Target / Actual) **0/0**	# of Complaints reported on Discrimination (Internal) (Target / Actual) **0/**	**10 REDUCED INEQUALITIES**
	# of Complaints reported on Discrimination by Suppliers **0**	# of Complaints reported on Discrimination by Suppliers **0 / 0**	# of Complaints reported on Discrimination by Suppliers (Target / Actual) **0/0**	# of Complaints reported on Discrimination by Suppliers (Target / Actual) **0 /**	
	# of Complaints reported on Discrimination by Customers **0**	# of Complaints reported on Discrimination by Customers (Target / Actual) **0 / 0**	# of Complaints reported on Discrimination by Customers (Target / Actual) **0/0**	# of Complaints reported on Discrimination by Customers (Target / Actual) **0 /**	

	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0/0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0/0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0 /	
	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0/0	# of Complaints reported on Data Privacy / Security (Internal) 0 /	
	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0/0	# of Complaints reported on Data Privacy / Security by Suppliers 0 / 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 /	
	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0/0	# of Complaints reported on Data Privacy / Security by Customers 0 / 0	# of Complaints reported on Data Privacy / Security by Customers 0 /	10 REDUCED INEQUALITIES
	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0/0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 / 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 /	
	% of operational sites assessed for human rights risks 100 %	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % / 100%	% of operational sites assessed for human rights risks 100 % /	
	% of all operational sites that have been subject to human rights reviews or	% of all operational sites that have been subject to human rights reviews or	% of all operational sites that have been subject to human rights reviews or	% of all operational sites that have been subject to human rights reviews or	

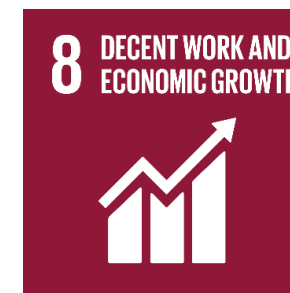|				
	human rights impact assessments **100 %**	human rights impact assessments **100 % / 100%**	human rights impact assessments **100 % / 100%**	human rights impact assessments **100 % /**
	External Stakeholder Human Rights Impact Reporting Compliance Count (%) **100 %**	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) **100 % / 100%**	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) **100 % / 100%**	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual) **100 % /**
	People Trained on Human Rights (Manhours) **0**	People Trained on Human Rights (Manhours) (Target / Actual) **100/518**	People Trained on Human Rights (Manhours) (Target / Actual) **200/451**	People Trained on Human Rights (Manhours) (Target / Actual) **300 /**
	% of the total workforce across all locations who received career- or skills-related training **100 %**	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) **100 % / 100%**	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) **100 % / 100%**	% of the total workforce across all locations who received career- or skills-related training (Target / Actual) **100 % /**
	People Trained on overall Career Management and Skill Development\ (Manhours) **1215**	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) **5150/5233**	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) **9000/9228**	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) **12050 /**
	Awareness Session conducted on Career Management **2**	Awareness Session conducted on Career Management (Target / Actual) **5 / 4**	Awareness Session conducted on Career Management (Target / Actual) **10/10**	Awareness Session conducted on Career Management (Target / Actual) **10 /**

| Gender Equality | Gender balance at Worker level (Women to Men %)

1 | Gender balance at Worker level (Women to Men %) (Target / Actual)

1 / 0.8 | Gender balance at Worker level (Women to Men %) (Target / Actual)

2 / 2.8 | Gender balance at Worker level (Women to Men %) (Target / Actual)

5 / | 5 GENDER EQUALITY |
|---|---|---|---|---|---|
| | Gender balance at Executive level (Women to Men %)

5 | Gender balance at Executive level (Women to Men %) (Target / Actual)

5 / 4.2 | Gender balance at Executive level (Women to Men %) (Target / Actual)

7.5 / 6.8 | Gender balance at Executive level (Women to Men %) (Target / Actual)

10 / | |
| | Gender balance at Top / Key Manager level (Women to Men %)

5 | Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)

5 / 6 | Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)

10/12.5 | Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)

15 / | |
| | Gender balance of Employees ((Women to Men %)

5 | Gender balance of Employees ((Women to Men %) (Target / Actual)

5 / 5.8 | Gender balance of Employees ((Women to Men %) (Target / Actual)

7.5 / 7.9% | Gender balance of Employees ((Women to Men %) (Target / Actual)

10 / | |
| | Gender balance in whole organization ((Women to Men %) (Target / Actual)

0.2% | Gender balance in whole organization ((Women to Men %) (Target / Actual)

5% / 2% | Gender balance in whole organization ((Women to Men %) (Target / Actual)

6% / 4% | Gender balance in whole organization ((Women to Men %) (Target / Actual)

7% / | |
| | Gender balance in whole organization board ((Women to Men %) (Target / Actual)=

20% | Gender balance in whole organization board ((Women to Men %) (Target / Actual)

23% / 20% | Gender balance in whole organization board ((Women to Men %) (Target / Actual)

24% / 21% | Gender balance in whole organization board ((Women to Men %) (Target / Actual)

25% / | |

	Average unadjusted gender pay gap (Woman to man %) 12.64 %	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 5%/ 5.9%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 5% / 5.60%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 5% /
	People Trained on Gender Equality (Manhours) ~1215	People Trained on Gender Equality (Manhours) (Target / Actual) 5150 / ~5233	People Trained on Gender Equality (Manhours) (Target / Actual) 9000 / ~9228	People Trained on Gender Equality (Manhours) (Target / Actual) 12050/
Working Conditions	# of Hours Worked (Manhours) 40,16,565	# of Hours Worked (Manhours) 41,39,354 / 44,56,141	# of Hours Worked (Manhours) 41,83,943/ 45,22,493	# of Hours Worked (Manhours) 41,94,377/
	% of your plants and offices that were assessed 100%	% of your plants and offices that were assessed 100% / 100%	% of your plants and offices that were assessed 100%/100%	% of your plants and offices that were assessed 100% /
	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 / 0	Incident of non-potable drinking water identification 0 /
	% of the total workforce trained on discrimination and harassment 100 %	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100%	% of the total workforce trained on discrimination and harassment (Target / Actual) 100% / 100 %	% of the total workforce trained on and harassment (Target / Actual) 100 % /
	% of the total workforce trained on Diversity, Equity & Inclusion ~62%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 85% / 87.2%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 90% / 92.28%	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual) 95% /

8 DECENT WORK AND ECONOMIC GROWTH

	% employees covered in awareness program 0%	% employees covered in awareness program (target / Actual) 10% / 8%	% employees covered in awareness program (target / Actual) 20% / 16%	% employees covered in awareness program (target / Actual) 30% /	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles (target / Actual) 0 / 0	Incident of non-compliance of working conditions principles (target / Actual) 0/0	Incident of non-compliance of working conditions principles (target / Actual) 0/	
Certification	Percentage of operational facilities that are certified ISO 45001 (%) 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% / 100%	Percentage of operational facilities that are certified ISO 45001(target / Actual) (%) 100% /	
	Percentage of operational facilities that are certified SA8000 (%) 100%	Percentage of operational facilities that are certified SA8000 (target / Actual)(%) 100% / 100%	Percentage of operational facilities that are certified SA8000 (target / Actual)(%) 100% / 100%	Percentage of operational facilities that are certified SA8000 (target / Actual)(%) 100%	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) 285.55	Amount Spent on CSR (Lakhs) (target / Actual) 290 / 295.61	Amount Spent on CSR (Lakhs) (target / Actual) 300 / 513	Amount Spent on CSR (Lakhs) (target / Actual) 500/	

GOVERNANCE

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2030-31 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery (target / Actual) 0/0	# of Complaints reported on Corruption & Bribery (target / Actual) 0 / 0	# of Complaints reported on Corruption & Bribery (target / Actual) 0 / 0	# of Complaints reported on Corruption & Bribery (target / Actual) 0 /	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption(%) N/A	
	People Trained on Anti-Corruption & Bribery (in Manhours) N/A	People Trained on Anti-Corruption & Bribery (in Manhours) (target / Actual) 500 /450	People Trained on Anti-Corruption & Bribery (in Manhours) (target / Actual) 600 /457	People Trained on Anti-Corruption & Bribery (in Manhours) (target / Actual) 700 /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual) N/A	
Information Management	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual)	

	0%	0% / 0%	0% / 0%	100% /	
	Data Breach Incidents: 0/0	Data Breach Incidents: (target / Actual) 0 / 0	Data Breach Incidents: (target / Actual) 0 / 0	Data Breach Incidents: (target / Actual) 0 /	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) 100%/100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (target / Actual) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (target / Actual) 100% / 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (target / Actual) 100% /	
	Data Retention Compliance: 100%/100%	Data Retention Compliance: (target / Actual) 100% / 100%	Data Retention Compliance: (target / Actual) 100% / 100%	Data Retention Compliance: (target / Actual) 100% /	
	User Complaints: 0/0	User Complaints: (target / Actual) 0/ 0	User Complaints: (target / Actual) 0 / 0	User Complaints: (target / Actual) NIL /	
Value Chain	Suppliers evaluated for ESG Performance (in %) 0 %/7%	Suppliers evaluated for ESG Performance (in %) (target / Actual) 15 %/10%	Suppliers evaluated for ESG Performance (in %) (target / Actual) 25% / 15%	Suppliers evaluated for ESG Performance (in %) (target / Actual) 100 %/	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) (target / Actual) 0 %	Suppliers evaluated for ESG Reporting (Onsite) (in %) (target / Actual) 30 % / 50%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (target / Actual) 100 % / 90%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (target / Actual) 100 % /	
	Suppliers evaluated for CSR Assessment (in %) (target / Actual) 0 %	Suppliers evaluated for CSR Assessment (in %) (target / Actual) 30% / 50%	Suppliers evaluated for CSR Assessment (in %) (target / Actual) 100 % / 90%	Suppliers evaluated for CSR Assessment (in %) (target / Actual) 100 % /	

	Average Number of Non-Conformities Found per supplier 0/0	Average Number of Non-Conformities Found per supplier (target / Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (target / Actual) 0 / 0	Average Number of Non-Conformities Found per supplier (target / Actual) 0/	**17 PARTNERSHIPS FOR THE GOALS**
	Avg Number of Corrective Actions taken / Supplier 0/0	Avg Number of Corrective Actions taken / Supplier (target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (target / Actual) 0 / 0	Avg Number of Corrective Actions taken / Supplier (target / Actual) 0/	
	Suppliers in Agreement with company Policies (in %) 100 %/100%	Suppliers in Agreement with company Policies (in %) (target / Actual) 100 % / 100 %	Suppliers in Agreement with company Policies (in %) (target / Actual) 100 % / 100%	Suppliers in Agreement with company Policies (in %) (target / Actual) 100 % /	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %/100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (target / Actual) 100 % / 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (target / Actual) 100 % / 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (target / Actual) 100 % /	
	Integration of sustainability clauses in supplier contracts 0 %/100%	Integration of sustainability clauses in supplier contracts 30 % / 100 %	Integration of sustainability clauses in supplier contracts 100 % / 100%	Integration of sustainability clauses in supplier contracts 100 %/	
Anti-Competitive Practice	Incident of Deceptive Advertising: 0/0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 / 0	Incident of Deceptive Advertising: 0 /	
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	

	100 %/ 100%	100 %/ 100%	100 %/ 100%	100 %/	
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	**17 PARTNERSHIPS FOR THE GOALS**
	50%/65.3%	100 % / 78%	100% / 80%	100%/	
	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	
	0 %	100 % / 100 %	100 % / 100%	100 %/	
	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	
	0/0	0 / 0	0/0	0 /	
Customer Health and Safety	# of Product Related Incident	# of Product Related Incident (Target / Actual)	# of Product Related Incident (Target / Actual)	# of Product Related Incident (Target / Actual)	
	0/0	0 / 0	0 / 0	0/	
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	
	0 %	20 % / 0%	30 % / 50%	80 %/	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	
	0%	10% / 0%	30% / 50%	80%/	

	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions **100%/65.3%**	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions **100% / 70 %**	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions **100% / 76.54%**	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions **100%/**	17 PARTNERSHIPS FOR THE GOALS
	Complaints registered on the violation of Collective Bargaining Agreement 0/0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0/	

ASSURANCE LETTER

Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232523

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025

The Management

Shilpa Pharma Lifesciences Limited.

Independent Assurance Report

Growlity Private Limited was appointed by **Shilpa Pharma Lifesciences Limited.** referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI Roadmap report. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 ISO 14064-1:2018 and Green House Gas Protocol, ensuring that the reported data are in accordance with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology
The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it is in accordance with reference to GRI universal standard 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

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.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2022 The Company has prepared report having sustainability data in accordance to GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Date: 01^h June 2025
Place: Surat