



# Syncom Formulations (India) Limited

A WHO-GMP & ISO 9001-2000 Certified Company

CIN No.: L24239MH1988PLC047759

SYNCOM/SE2025-26

04<sup>th</sup> September, 2025

Online filing at: [www.listing.bseindia.com](http://www.listing.bseindia.com) and  
<https://neaps.nseindia.com/NEWLISTINGCORP/login.jsp>

To,  
BSE Limited  
Phiroze Jeejeebhoy Tower,  
Dalal Street,  
Mumbai (M.H.) 400 001  
BSE CODE:524470

To,  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex, Bandra (E),  
Mumbai- 400051  
NSE SYMBOL: SYNCOMF

**Sub: Submission of the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25 pursuant to Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015.**

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015, We hereby submit Business Responsibility and Sustainability Report (BRSR) for the year ended 31<sup>st</sup> March, 2025.

We are also in process to file the aforesaid Business Responsibility and Sustainability Report (BRSR) in XBRL format within the stipulated time and same shall also be hosted at the website of the company.

You are requested to please take on record the above said document for your reference and further needful.

Thanking You,  
Yours Faithfully,

**For, SYNCOM FORMULATIONS (INDIA) LIMITED**

**CS VAISHALI AGRAWAL**  
**COMPANY SECRETARY &**  
**COMPLIANCE OFFICER**  
**Encl: a/a**

*Bringing a smile on every face...*

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Works : 256-257, Sector-I, PITHAMPUR, Dist.-Dhar, M.P. - 454 775, INDIA, Tel.: 91-07292-403122, 407039, Fax: 91-07292-253404, Email: [assistant2@sfil.in](mailto:assistant2@sfil.in)

Corp. Off. : 207, Saket Nagar, Near Saket Club, INDORE - 452 018, INDIA. Tel. : 91-0731-2700458, Email : [finance@sfil.in](mailto:finance@sfil.in)

Website : <http://www.sfil.in>

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT**  
**SECTION A : GENERAL DISCLOSURES****I. Details of the listed entity**

1	Corporate Identity Number (CIN) of the Company	L24239MH1988PLC047759
2	Name of the Listed Entity	Syncom Formulations (India) Limited
3	Year of incorporation	1988
4	Registered address	7, Niraj Industrial Estate, Off Mahakali Caves Road, Andheri (East), Mumbai 400093
5	Corporate address	207, Saket Nagar, Near Saket Club, Indore (M.P.) 452018
6	E-mail id	finance@sfil.in
7	Telephone	Registered Office: - 022-26877700, Corporate : - 0731-2560458
8	Website	www.sfil.in
9	Financial Year reported	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. , National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs. 94,00,00,000/- divided into 94,00,00,000 equity shares of Rs. 1/- each
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	DIN Number - <b>00023050</b> Name - <b>Kedarmal Shankarlal Bankda</b> Designation : Chairman & Whole- time Director <b>Telephone No. : 0731-2560458, Email Id : finance@sfil.in</b>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The Disclosure under this BRSR is on Standalone basis unless otherwise stated.
14	Name of Assurance Provider	NA
15	Type of Assurance Provider	NA

\* Designation of Shri Kedarmal Shankarlal Bankda, was changed to Whole time Director w.e.f. 08th August, 2025.

**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.	Manufacture of Pharmaceuticals	Development, manufacturing & sale of pharmaceutical products	96.41

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

S. No.	Product / Service	NIC Code	% of total Contributed Turnover
1.	Manufacture of allopathic pharmaceutical preparations	21002	96.41

**III. Operations**

18. Number of locations where plant and/or operations/offices of the entity are situated :

Location	Number of plants	Number of offices	Total
National	1	2	3
International	0	0	0

**19. Markets served by the entity :**

a) Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	More than 25

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

Out of the total sales turnover of Rs. 46,284.93 Lakhs on standalone basis, the turnover of the products sold in other Countries is Rs. 38773.79 Lakhs (83.77%) [inclusive of export incentives] and that of in India is Rs. 7,511.14 Lakhs (16.23%).

c) A brief on types of customers

Our customers include wholesalers, distributors, pharmacy chains and hospitals, government institutions, consumers and other pharmaceutical companies.

**IV. Employees****20. Details as at the end of Financial Year :**

a. Employee and workers (including differently abled) :

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C) %	(C/A)
	<b>EMPLOYEES</b>					
1.	Permanent (D)	554	487	88%	67	12%
2.	Other than					
	Permanent (E)	1185	1155	97%	30	3%
3.	<b>Total Employees (D+E)</b>	<b>1739</b>	<b>1641</b>	<b>94%</b>	<b>97</b>	<b>6%</b>
	<b>WORKERS</b>					
4.	Permanent (F)	190	175	92	15	8
5.	Other than Permanent (G)	193	57	30	136	70
6.	<b>Total workers (F+G)</b>	<b>383</b>	<b>232</b>	<b>61</b>	<b>151</b>	<b>39</b>

b. Differently abled Employees and workers :

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C) %	(C/A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>0</b>
	<b>DIFFERENTLY ABLED WORKERS</b>					
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**21. Participation / Inclusion / Representation of women**

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	2	1	50%

22. Turn over rate for permanent employees and workers  
(Disclose trends for the past 3 years)

	FY2024-25 (Turn over rate in current FY)			FY2023-24 (Turn over rate in previous FY)			FY2022-23 (Turn over rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.83	3.66	24.51	26.93	11.79	29.48	23.86	5.77	25.58
Permanent Workers	8.28	0	8.28	6.08	0	6.08	6.25	0.23	6.48

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. 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.	Synmaxpharma Pvt Limited	Subsidiary	100%	No
2.	Vincit Biotech International Pvt Ltd.	Subsidiary	100%	No
3.	Sante biotech Pvt Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes  
(ii) Turnover 46,284.93 Lakh  
(iii) Networth 33,990.38 Lakh

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guide lines 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)	FY2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
			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 complaint spending resolution at close of the year	Remarks
Communities		NA	0	0		0	0	0
Investors (other than shareholders)		NA	0	0		0	0	0
Shareholders		Yes Policies – Syncom Formulations (India) Limited.	7	0		11	2	Annual report was not dispatched as on 31.03.2024 but later on it was dispatched
Employees and workers	0	0	0	0	0	0	0	
Customers	0	0	0	0	0	0	0	
Value Chain Partners	0	0	0	0	0	0	0	
Other (please specify)	0	0	0	0	0	0	0	

26. Overview of the entity's material responsible business conduct issues Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water Management	Risk	Water being a scarce resource on the planet and essential component of all processes, poses a risk to the future operations products will lead to the need for increased manufacturing capacity and a subsequent increase in emissions.	Implemented Zero Liquid Discharge (ZLD) mechanism at our manufacturing plants in India. Installation of water recycling plants and using recycled water for utilities and gardening purpose. Water efficiency mechanisms, rain water harvesting and reutilisation of water recovered from condensate recovery. Raising awareness among our stakeholders about the importance of water conservation.	Neutral - No immediate financial impact is anticipated, and we are taking steps to ensure efficient water management in order to keep this issue from becoming unmanageable.
2.	Waste Management	Risk	The waste generated from our facilities has to be disposed in the most appropriate manner	The waste generated from our facilities is segregated and disposed through pollution control board approved vendors and in compliance with regulations.	Negative - Non-compliance with the regulations could result in adverse financial consequences such as fines and penalties as well as reputation damage.
3.	Community Engagement	Opportunity	Our interaction with local communities in the areas of our operation is essential to ensure supply of materials, labor and sharing of regional resources. Also, being a community benefactor enhances the Company's reputation.		Positive - Through our various CSR initiatives in the field of health care, education, rural infrastructure development, environment conservation among others, build trust with local communities. Ensuring regular engagement will enable us to function smoothly and mitigate grievances that may arise.
4.	Product quality and safety	Risk  Opportunity	Product quality and safety is most important for retaining customers. Any gap with respect to customer expectations impacts revenue.  Enhancing product quality and safety and meeting the customer expectations will get more customers and revenue.	We have stringent quality control and quality assurance processes which ensure that product manufactured by the Company meets quality standards set by itself and regulators.	Positive - Enhancing product quality and safety will lead to an increased customer base and earnings.

## SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1 to P9 as given below:

P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle



- P3 Businesses should promote the well being of all employees  
 P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.  
 P5 Businesses should respect and promote human rights  
 P6 Business should respect, protect, and make efforts to restore the environment  
 P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner  
 P8 Businesses should support inclusive growth and equitable development  
 P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes :</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	√	√	√	√	√	√	NA	√	√
b. Has the policy been approved by the Board? (Yes / No)	√	√	√	√	√	√	NA	√	√
c. Web Link of the Policies, if available	<a href="https://syncomformulations.com/sfil/si-policies/">https://syncomformulations.com/sfil/si-policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	√	√	√	√	√	√	NA	√	√
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	√	√	√	√	√	√	NA	√	√
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Truste a) standards (e.g.SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	These policies/guidelines are aligned to form part of the Syncom Code of Business conduct, which is adopted by the Board of Directors. CSR Policy is properly reviewed and signed by Chairman and WTD. ISO Certificate is adopted by the Company								
5. Specific commitments, goals and targets set by the entity with defined time lines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
6. Performance of the entity against the specific commitments, goals and targets a long-with reasons in case the same are not met.	The key performance targets are set, reviewed, and implemented as per the objectives taken. The Corporate Social Responsibility Committee reviews the progress periodically.								
<b>Governance, leadership and oversight :</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is committed to integrating Environmental, Social and Governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. The Company has taken measures to inculcate beneficial and fair business practices to the labour, human capital and to the community at large it provides employees and workers with working conditions that are clean, healthy and safe.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN Number : <b>00023050</b> , Name : <b>Kedarmal Shankarlal Bankda</b> Designation : <b>Chairman &amp; Whole- time Director</b> Telephone No. : <b>0731-2560458</b> , Email Id : <b>finance@sfil.in</b>								
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.	Yes, the Board of Directors of the company is responsible for managing the sustainable issues of the company.								

## 10. Details of Review of NGRBCs by the Company :

Disclosure Questions	Indicate whether review was under taken 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. All principles reviewed by Board of Directors. Additionally, audit committee reviews the code of business principles.										Whenever there is change in the laws and policies and maximum one year.									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Board of Directors reviews the Statutory Compliances on applicable laws.										Quarterly									



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

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: With respect to Principle 7, the answer is "Not Applicable" (NA) as the Company does not have a separate policy on public advocacy.

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

#### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year :

Segment	Total number of training and awareness programme held	Topics/principle covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	All Principles	100 %
Key Managerial Personnel	1	All Principles	100 %
Employees other than BoD & KMPs	On going	Principles relevant to their work areas	100 %
Workers	On going	Principles relevant	100 %

- Details of fines / penalties / punishment / award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ lawen for cement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website) :

#### Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (Inl NR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	P-1	BSE and NSE	217120 each	Non compliance of regulation 21(2) of SEBI (LODR) Reg. 2015	Yes and rejected
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

#### Non-Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (Inl NR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment		NA			

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

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

- 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. No, but company does not tolerate any bribery or corruptions and conduct all of its business activities with honesty integrity and the ethically in all of its area of operation and is in process to develop policy regarding the same.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery /corruption. No Disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption against any of the Director/ KMPs / Employees.

6. Details of complaints with regard to conflict of interest

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

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 2024-25	FY 2023-24
Number of days of accounts payable	30 Days	41 Days

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

Parameter	Metrics	FY2024-25	FY 2023-24
		Current Financial Year	Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as% of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as% of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPT sin	a. Purchases (Purchases with related parties / Total Purchases)	-	0.06%
	b. Sales (Sales to related parties / Total Sales)	4.49%	14.13%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	19.82%
	d. Investments (Investment sin related parties / Total Investments made)	-	-

### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year :  
We are in the process of formulating awareness Programmes for them in the coming year.
- 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, the Company's code of Conduct expects all its directors to avoid any activity that may create a conflict with best interest of the Company. Annually Directors are required to disclose to the Company that they abide by the code of Conduct.

### PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

- Percentage of R&D and capital expenditure(capex) investment sin 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.





Segment	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	NA	NA	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?  
We are in the process of assessing our critical suppliers on multiple criteria including business ethics human rights social impacts safety and environment.
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.  
Plastics (including packaging)/E-waste/ Hazardous waste and/ other waste are being disposed through pollution control board approved vendors as per the Plastics/E-waste/ Hazardous waste and/ other waste management rules.
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?  
No the Scrap and waste generated by the company is provided to the personnel authorised by the pollution control Board.

#### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? **No**
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.  
**Not applicable**
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) : **NIL**
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed: Not available
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not available

### 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	
		No.(B)	%(B /A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E /A)	No. (F)	%(F /A)
Permanent employees											
Male	487	343	71	-	-	-	-	-	-	-	-
Female	67	19	28	-	-	-	-	-	-	-	-
Total	554	362	65	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	1155	607	53	-	-	-	-	-	-	-	-
Female	30	11	37	-	-	-	-	-	-	-	-
Total	1185	618	52.19	-	-	-	-	-	-	-	-



## 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	
		No.(B)	%(B /A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E /A)	No. (F)	%(F /A)
Permanent employees											
Male	175	175	100	175	100	-	-	-	-	-	-
Female	15	15	100	15	100	15	100	-	-	-	-
Total	190	190	100	190	100	15	100				
Other than Permanent employees											
Male	57	57	100	57	100	-	-	-	-	-	-
Female	136	136	100	136	100	136	100	-	-	-	-
Total	193	193	100	193	100	136	100				

\* Through ESIC

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

	FY2024-25 Current Financial Year	FY2023-24 Current Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.68 %	0.77 %

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

Benefits	FY2024-25 Current Financial Year			FY 2023-24 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	93	100	Y	83	100	Y
Gratuity	100%	100	Y	100%	100	Y
ESI	64%	100	Y	62	100	Y
Others—please specify	-	-	-	-	-	-

3. Accessibility of work places 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.

The Corporate premises / offices of the entity have relevant infrastructure for differently abled individuals accessible to differently abled employees and workers.

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.

No, The Company adhere the Rights of Persons with Disabilities and make sure equal opportunity is given to them.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

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.

Locations	Yes/No (If Yes, then give details of the mechanism in brief) Yes
Permanent Workers	Grievance redressal policy for internal stake holder, Whistle blower policy, Sexual harassment policy.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY2024-25 Current Financial Year			FY 2023-24 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>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	<b>190</b>	<b>140</b>	<b>74</b>	<b>196</b>	<b>139</b>	<b>71</b>
Male	175	128	73	180	123	67
Female	15	12	80	16	16	100
<b>Total</b>	<b>190</b>	<b>140</b>	<b>73</b>	<b>196</b>	<b>139</b>	<b>71</b>

8. Details of training given to employees and workers:

Category	FY2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)%	(B/A)	No. (C)	%(C/A)		No. (E)%	(E/D)	No. (F)	%(F/D)
Employees										
Male	487	343	71	470	96	715	525	73	425	76
Female	67	19	28	60	89	87	80	91	70	80
Total	554	362	66	530	95	802	605	75	495	62
Workers										
Male	175	175	100	175	100	180	160	89	20	11
Female	15	15	100	15	100	16	15	93	0	0
Total	190	190	100	190	100	196	175	89	20	11

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

Category	FY2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	487	487	100	715	715	100
Female	67	67	100	87	87	100
<b>Total</b>	<b>554</b>	<b>554</b>	<b>100</b>	<b>802</b>	<b>802</b>	<b>100</b>
<b>Workers</b>						
Male	175	175	100	180	180	100
Female	15	15	100	16	16	100
<b>Total</b>	<b>190</b>	<b>190</b>	<b>100</b>	<b>196</b>	<b>196</b>	<b>100</b>

### 10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system? Yes, We have implemented occupational health & safety management system and covers all employees, workers and contractors.
- What are the processes used to identify work-related hazards and assess risk on a routine and non-routine basis by the entity?  
We are in the process to develop corporate safety guidelines and site level SOP.
- Whether you have processes for workers to report the work related hazards and to remove them selves from such risks. (Y/N)  
Yes, we have an incident management system for reporting investigating and implementation of appropriate remedial action
- Do the employees/ worker of the entity have access to non-occupational medical and health care services?(Yes/No)  
Yes, partly covered under ESIC as per applicability.

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

Safety Incident / Number	Category*	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0	NA
	Workers	1808hrs	NA
Total recordable work related injuries	Employees	0	NA
	Workers	03	NA
No. of fatalities	Employees	0	NA
	Workers	0	NA
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	NA
	Workers	0	NA

\* Including in the contract work force

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

We have established health & safety systems which are inclusive policies and procedures; safety guidelines and work permit system. We conduct periodic assessments to evaluate the effectiveness of the systems implemented and appropriate measures are taken to further improve our health and safety performance continually.

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

### 14. Assessments for the year :

	% 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. Not Applicable

#### Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N): N (B) Workers (Y/N): N
- Provide the measures under taken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. We obtain monthly statutory payment challan from our value chain partners before processing their invoices.
- Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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	
	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees	NIL	NIL	NIL	NIL
Workers	03	NIL	Not required	NIL

- Does the entity provide transition assistance programs to facilitate continue demploy ability and the management of career endings resulting from retirement or termination of employment? (Yes/No) YES
- Details on assessment of value chain partners:

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

\* No independent assessment is carried out however we are in the process to initiate assessment of our value chain partner in the coming years.

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. **Not Applicable**

#### PRINCIPLE4 : Businesses should respect the interests of and be responsive to all its stakeholders

##### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.  
We consider individuals, groups, institutions or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities, healthcare professionals, patients and the community.



2. Lists take holder group side ntified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Digital and physical channels of communication including but not limited to e-mails, intranet, internal human resource portal, notice board, employee committees, engagement initiatives, employees redressal and appraisal and training programmes	Continuous	Health and Safety Awareness, skill upgradation for personal and professional growth, awareness of company policy and grievance redressal, providing the latest and updated information on Company and industry developments
Shareholders / Investors	No	Press releases, website, quarterly results, annual general meetings, financial reports and Intimation to stock exchanges.	Frequent and need based	Update shareholders/ investors on the business and financial performance.
Customers	No	Physical and virtual meetings, customer events, calls, e-mail, website	Daily	Ensure regular supply of the products, keep them informed about new products, participate in the bids/tenders and maximize the outreach of our products.

#### Leadership Indicators

- 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.  
Consultation with relevant stakeholders on the economic, environmental, and social topics is done by the respective functional heads and the feedback is shared with the Management/Committee/Board, as required.
- 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 in to policies and activities of the entity.  
The consultation with the stakeholders always helps the company in devising company's policy on economic, environmental, and social topics.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.  
As part of the Corporate Social Responsibility (CSR) initiatives, we have implemented several CSR programs in the areas of education through NGOs for marginalized sections of communities. For further details refer our annual report and CSR report.

#### PRINCIPLE 5 Businesses should respect and promote human rights

##### Essential Indicators

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

Category	FY2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. employees workers covered(B) of /	%(B/A)	Total (C)	No. employees workers covered(D) of /	%(D/C)
<b>Employees</b>						
Permanent	554	(*)	(*)	(*)	(*)	(*)
Other permanent than	1185	(*)	(*)	(*)	(*)	(*)
<b>Total Employees</b>	<b>1739</b>					
<b>Workers</b>						
Permanent	190	(*)	(*)	(*)	(*)	(*)
Other permanent than	193	(*)	(*)	(*)	(*)	(*)
<b>Total Workers</b>	<b>383</b>					

(\*) Although Training was conducted in 2023-24 and 2024-25 but documentation regarding the same was not in place and will be started form 2025-26



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

Category	FY2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No.(B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E /D)	No.(F)	%(F / D)

### Employees

<b>Permanent</b>										
Male	487	15	0.30	471	99.70	715	4	1	711	99
Female	67	07	10	60	90	87	0	0	87	100

### Other Permanent

Male	1155	20	1.75	1135	98.5	4	-	0	4	100
Female	30	5	16.5	25	83.5	4	4	100	-	0

### Workers

<b>Permanent</b>										
Male	175	175	100	-	-	180	17	9.5	163	90.5
Female	15	15	100	-	-	16	-	-	16	-

### Other Permanent than

Male	57	57	100	-	-	110	110	100	-	-
Female	136	136	100	-	-	212	212	100	-	-

## 3. Details of remuneration/salary/wages

### a. Median remuneration / wages :

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BOD)	4	91,31,467	2	30,24,000
Key Managerial Personnel	1	28,11,600	1	4,69,020
Employees other than BoD and KMP	1634	2,01,474	97	1,65,212
Workers	232	1,94,497	151	2,10,440

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

	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	4.85%	7.65%

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) **No**

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

**Yes**, we have grievance redressal for internal stakeholders, it is applicable to all employees and workers to report grievance related to human rights issues.

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

Category	FY2024-25 Current Financial Year			FY 2023-24 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	-	-	-	-	-	-
Discrimination at work place	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Complaints on POSH as % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. **No such cases**

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

10. Assessments for the year:

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

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

#### Leadership Indicators

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.  
We haven't received any human rights grievances / complaints in the reporting year.
- Details of the scope and coverage of any Human rights due-diligence conducted.  
The Company in the reporting period did not undertake any Human Rights due diligence.
- 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 corporate and registered office premises have elevators and relevant infrastructure for differently abled individuals.
- Details on assessment of value chain partners:



No assessment of value chain partners is carried out in the reporting period.

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

## 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	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	970361	949147
Total fuel consumption (B)	NA	NA
Energy consumption sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	970361	949147
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4361024	4063098
Total fuel consumption (E)	2100 Liters	1468 Liters
Energy consumption sources (F)	6300	4404
Total energy consumed from non-renewable sources (D+E+F)	4367324	4067502
Total energy consumed (A+B+C+D+E+F)	5337685	5016649
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.001	0.00019
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. If targets have not been achieved, provide the remedial action taken, if any.

None of our sites comes under PAT Scheme as Designated Consumer.



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

Parameter	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	48633 KL	53077 KL
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	48633 KL	53077 KL
<b>Total volume of water consumption (in kilolitres)</b>	48633 KL	53077 KL
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Revenue from operations) Per KL / Rs in Lacs	1.14	1.80
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

Note : Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **NO**

4. Provide the following details related to water discharged:

Parameter	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Sea water	NA	NA
- No treatment	NA	NA
- With treatment–please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment–please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment–please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	NA	NA

5. Has the entity implemented a mechanism for Zero Liquid Discharge ? If yes, provide details of its coverage and implementation.  
We have implemented Upgraded influent Treatment plant to improve water efficiency having Influent Treatment Plant (ETP) and Sewage Treatment Plant (STP) treated water is used inside the plant for gardening purpose.



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

Parameter	Please specify unit	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	mg/m <sup>3</sup>	65.42	51 mg/m <sup>3</sup>
SOx	mg/m <sup>3</sup>	44.2	60 mg/m <sup>3</sup>
Particulate matter (PM)	100 mg/m <sup>3</sup>	120.12	73 mg/m <sup>3</sup>
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	mg/m <sup>3</sup>	13.0	12.0 mg/m <sup>3</sup>
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into Co2, Ch4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12.5 mg/m <sup>3</sup>	13.50 mg/m <sup>3</sup>
Total Scope 2 emissions(Break-up of the GHG in to CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	11.65 mg/m <sup>3</sup>	12.64 mg/m <sup>3</sup>
Total Scope 1 and Scope 2 emission in intensity per rupee of turnover (Total Scope1 and Scope2 GHG emissions/ Revenue from operations)	Metric tonnes of CO2 equivalent	24.15 mg/m <sup>3</sup>	26.14 mg/m <sup>3</sup>
<b>Total Scope1 and Scope 2 emission in intensity per rupee of turnover adjusted</b>	-	-	-
<b>for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission in intensity in terms of physical output	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	-	-

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

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

- Used Pet coke with filter as a fuel in boiler, this has resulted in emission reduction.
- Replace old conventional luminaries by energy efficient LED Light / Installed in new plant.
- Replaced traditional AC motor with energy efficient motors, installed energy efficient equipment's, VFD installed at various equipment's which has resulted in energy efficiency and emission reduction.





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

Parameter	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.6 mt	0.75 mt
E-waste (B)	NA	NA
Bio-medicalwaste (C)	NA	NA
Construction and demolition waste (D)	0.2	NA
Battery waste (E)	NA	NA
Radio active waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non- hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>0.8mt</b>	<b>0.75 mt</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	-	-
Waste in tensity in terms of physical output	-	-
Waste intensity (optional)–the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	0	3.05
(ii) Land filling	1.05	0.04
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1.05</b>	<b>3.09</b>

**Note:** Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NO

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 have waste management practise in our manufacturing site. Waste is sold to authorized vendor.

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

None of our offices are in/around ecologically sensitive areas.

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



We were not required to undertake any environmental impact assessments as per applicable laws in the current financial year.

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, all our manufacturing sites are fully compliant as per Water, Air, Environment Act and rules thereunder.

#### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
For each facility /plant located in areas of water stress, provide the following information:
- Name of the area : Pithampur
  - Nature of operations: Manufacturing
  - Water withdrawal, consumption and discharge in the following format:

Parameter	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surfacewater	-	-
(ii) Groundwater	-	-
(iii) Third party water	48633 KL	53077 KL
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	48633 KL	53077 KL
Total volume of water consumption (in kilolitres)	48633 KL	53077 KL
Water intensity per rupee of turnover (Water consumed/turnover) Per KL/ Rs in Lacs	1.14	1.80
Water intensity (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	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Ground water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</b>

**Note :** Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **NO**

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

Parameter	Unit	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG in to 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	12.5 mg/m <sup>3</sup>	13.02 mg/m <sup>3</sup>
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission in tensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Note :** Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **NO**

- 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 bio diversity in such areas along- with prevention and remediation activities. **Not Applicable**
- 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:  
**NO**
- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
**Yes** the company has developed business continuity and disaster management plan . The plans are developed keeping in view of various risks which could be mitigated/ minimized .However, despite the plans and comprehensive standard operating procedures (SOPs) for various situation , unforeseen events/risks may cause interruption to the Company operations. The plans are aimed to continuing Company's operations with the least possible interruptions.  
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 regards.3
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **Not Applicable**

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

### Essential Indicators

- Number of affiliations with trade and industry chambers/ associations. 5 (Five)
  - 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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Pharmaceuticals Export Promotion council of India	National
2	Pithampur Audhyogik Sangthan	State
3	IMC Chamber of commerce of India	State
4	Malwa Chamber of commerce and Industry	State
5	Small & Medium Pharma Manufacture Association	State

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

Details of public policy positions advocated by the entity: **NA**

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects under taken by the entity based on applicable laws, in the current financial year. **NA**
2. Provide information on project (s) for which on going Rehabilitation and Resettlement (R&R) is being under taken by your entity, in the following format : **NA**
3. Describe the mechanisms to receive and redress grievances of the community.  
There are several mechanisms in place to receive grievances from the community such as access to E-mail ID of Company Secretary and Compliance officer , website, customer help line, toll free number. The Company further engage with its community members through the channel of NGO Partners and in person meetings. These channels of communications facilitate the receipt and redressal of grievances of the Community.
4. Percentage of input material (in puts to total in puts by value) sourced from suppliers:

Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small Producers (RM-PM)	24%	32%
Directly from within India	99%	94%

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	FY2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	6%	3%
Semi-urban	47%	22%
Urban	11%	23%
Metropolitan	36%	52%

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

**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): No Negative Social Impact identified.
2. Provide the following information on CSR projects under taken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Female
1.	Maharashtra	Jalgaon	25,00,000
2.	Maharashtra	Jalna	30,00,000

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

No, the company does not have any preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups.

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

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





4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: **NA**
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in usage of traditional knowledge is involved. **NA**

**6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of Educational / occasional training and skill enhancement project	Data Not Available	Data Not Available

**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 a standard operating procedure and a dedicated team for handling and investigating product complaints received from customer and response is shared with complainant along with corrective and preventive action plan wherever necessary to avoid recurrence.

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

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

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

Category	FY2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	7	0	0	1	0	0

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

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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. No but the Company is in the Process to develop the Policy in Upcoming Year.





6. Provide details of any corrective action stake nor 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.: **N.A**
7. Provide the following information relating to data breaches:
  - a. Number of in stances of data breaches : **NIL**
  - b. Percentage of data breaches involving personally identifiable information of customers: **NIL**
  - c. Impact, if any, of the data breaches: **NIL**

### Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available). [www.sfil.in](http://www.sfil.in)
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
The information label attached to each product informs the customers about instructions for safe use sourcing of ingredients composition side effects guidance on appropriate storage conditions etc.
3. Mechanisms in place to in form consumers of any risk of disruption/ discontinuation of essential services.  
As per the guidelines of National pharmaceutical pricing authority the company discloses discontinuation of schedule formulation by issuing a public notice for relevant stakeholders.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NotApplicable) 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) **NO**