ANNEXURE-D TO BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINIBILITY REPORT

SECTION A: GENERAL DISCLOSURES

1	Corporate Identity Number (CIN) of the Company	L74899DL1993PLC056594
2	Name of the Company	Medicamen Biotech Limited
3	Year of Incorporation	1993
4	Registered Office Address	1506, Chiranjiv Tower, 43, Nehru Place, New Delhi- 110019
5	Corporate Address	1506, Chiranjiv Tower, 43, Nehru Place, New Delhi- 110019
4	Website	www.medicamen.com
5	Email ID	cs@medicamen.com
6	Financial year reported	01 April 2025 to 31 March 2026
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	NIC Code of product/service: 21001/21002 Manufacture of medicinal substances used in the manufacture of pharmaceuticals: antibiotics, endocrine products, basic vitamins; opium derivatives; sulpha drugs; serums and plasmas; salicylic acid, its salts andesters; glycosides and vegetable alkaloids; chemically pure sugar etc. and Manufacture of allopathic pharmaceutical preparations.
8	List three key products/services that the Company manufactures / provides (as in balance sheet)	MBL manufactures formulations of Oncology, Cardiovascular, Diabetic and Hypertension, Nutraceutical and Other Products.
9	Total number of locations where business activity is undertaken by the Company	There are 3 manufacturing facilities: Bhiwadi Plant: SP-1192, A & B Phase-IV, Industrial Area, Distt Alwar, Bhiwadi 301019 (Rajasthan) Haridwar Plant: Unit-I: - Plot No 86 & 87, Sector 6A, IIE, Sidcul, Bhel, Ranipur, Haridwar-249403 Unit-II: - Plot No 84 & 85, Sector 6A, IIE, Sidcul, Bhel, Ranipur, Haridwar-249403
	1. Number of international locations (Provide details of major 5)	Nil
	2. Number of national locations	3
10	Markets served by the Company - local / state / national / international	The Company, in addition to marketing its products domestically, also markets its products globally over 35 countries. Around 80% of sales are generated from international markets.

SECTION B: FINANCIAL DETAILS

1	Paid-up Capital (₹)	₹ 13,56,28,150/-
2	Total Turnover (₹)	₹ 178,84,58,167/-
3	Total Profit after Taxes (₹)	₹ 9,40,86,731/-
4	Total spending on Corporate Social Responsibility (CSR) as percentage of Profit after Tax (%)	During the Financial Year 2025-26, the Company was required to spend a statutory CSR amount of **Rs. 31,33,024** in terms of Section 135 of the Companies Act, 2013. The Company incurred an amount of **Rs. 25,20,000** towards various community and social welfare projects during the Financial Year. Accordingly, an unspent amount of **Rs. 6,13,024.03** remained at the close of the Financial Year 2025-26. Since the said unspent amount did not relate to any **Ongoing Project**, the Company shall transfer the unspent CSR amount of **Rs. 6,13,024.03** to the fund(s) specified in **Schedule VII to the Companies Act, 2013**, within the prescribed time limit and in accordance with the applicable provisions of Section 135 of the Companies Act, 2013.
5	List of activities in which the above expenditure has been incurred	• Education • Health

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SECTION C: OTHER DETAILS

1	Does the Company have any Subsidiary Company/ Companies?	Yes, the Company have two subsidiaries named:- 1. OPAL Pharmaceuticals Pty Ltd (Wholly Owned Subsidiary) located at Australia 2. Medicamen Life Sciences Private Limited (holding 60% of total equity)
2	Do the Subsidiary Company / Companies participate in the BR initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	The parent company undertakes majority of the BR initiatives
3	Do any other entity / entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? [Less than 30%, 30-60%, More than 60%]	Entities like suppliers, distributors do not participate in the Company BR initiatives in the reporting period.

SECTION D: BR INFORMATION

1. A. Details of the Director / Directors responsible for implementation of the BR (Business Responsibility) policy / policies

1.	DIN NUMBER	00317960
2.	NAME	Rahul Bishnoi
3.	DESIGNATION	Chairman

B. Details of the BR head:

1.	DIN NUMBER	00317960
2.	NAME	Rahul Bishnoi
3.	DESIGNATION	Chairman
4.	TELEPHONE NUMBER	011-47589500
5.	EMAIL ID	info@medicamen.com

I. PRODUCTS/SERVICES

- 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.	Research & Development, Manufacturing, Marketing, and Distribution of Pharmaceutical Products	Medicamen Biotech Limited is engaged in the manufacturing and marketing of pharmaceutical formulations across various therapeutic segments. The Company manufactures tablets, capsules, dry syrups, oral liquids, ointments and other pharmaceutical dosage forms for domestic as well as international markets through its manufacturing facilities. The Company exports its products to **more than 35 countries** across Asia, Africa, Latin America and other international markets..	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Pharmaceuticals products	Division 1 Group 210 Class 2100 NIC 2008 21002	96.43
2.	Pharmaceutical R&D/formulation development	NIC Code 2008 72100	3.42

II. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	Nil	Nil	Nil

- Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India (21 States)
International (No. of Countries)	More than 35 markets served across African countries, Brazil & Rest of World

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

80%

c. A brief on types of customers:

The Company's customer base comprises domestic pharmaceutical distributors, stockists, institutional customers, government and semi-government healthcare organisations, hospitals, and private healthcare providers. In addition, the Company caters to international customers through exports to more than 30 countries, serving both regulated and semi-regulated markets. The Company is committed to delivering high-quality pharmaceutical products while maintaining long-term relationships with its customers through timely delivery, regulatory compliance and consistent product quality.

III. EMPLOYEES

- Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	405	370	91.36%	35	8.64%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	405	370	91.36%	35	8.64%
	WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	255	112	43.92%	143	56.07%
6.	**Total workers (F + G)**	255	112	43.92%	143	56.07%

b. Differently abled Employees and workers: **NA**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	-	-	-	-	-
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	-	-	-	-	-

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c. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	4	1	25.00%

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

Particulars	2025-26 (Turnover rate in current FY)			2024-25 (Turnover rate in current FY)			2023-24 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.61	69.57	42.25	40.70	40.63	40.69	42.57	53.13	43.56
Workers	49.68	51.82	50.75	73.5	98.5	88.1	75.41	106.56	89.2

IV. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	OPAL Pharmaceuticals Pty Ltd	Wholly Owned Subsidiary	100	No
2	Medicamen Life Sciences Private Limited	Subsidiary	60	No
3	Shivalik Rasayan Limited	Holding	40.46	No

V. CSR Details

S. No.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
1	Turnover (in ₹ Lakhs)	₹ 17,884.58
2	Net worth (in ₹ Lakhs)	₹ 27,972.89

VI. Transparency and Disclosures Compliances

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

Stakeholder Group from whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, provide web link)	2025-26 Complaints Received	Pending as on 31 March 2026	Remarks	2024-25 Complaints Received	Pending as on 31 March 2025	Remarks
Communities	Yes – Company's Whistle Blower Policy	Nil	Nil	No complaints were received during the year	Nil	Nil	No complaints were received.
Investors (other than Shareholders)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Shareholders	Yes – SEBI SCORES Portal	Nil	Nil	No complaints were received through the grievance redressal mechanism.	Nil	Nil	No complaints were received.

Stakeholder Group from whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, provide web link)	2025-26 Complaints Received	Pending as on 31 March 2026	Remarks	2024-25 Complaints Received	Pending as on 31 March 2025	Remarks
Employees and Workers	Yes – Company's Whistle Blower Policy	Nil	Nil	No complaints were received during the year.	Nil	Nil	No complaints were received.
Customers	Yes – Company's Customer Grievance Mechanism	Nil	Nil	No complaints were received during the year.	Nil	Nil	No complaints were received.
Value Chain Partners	Yes – Company's Whistle Blower Policy	Nil	Nil	No complaints were received during the year.	Nil	Nil	No complaints were received.
Others (if any)	Not Applicable	Nil	Nil	No complaints were received.	Nil	Nil	No complaints were received.

Note : *The Company has established appropriate grievance redressal mechanisms for its key stakeholder groups to facilitate timely reporting and resolution of concerns. During 2025-26, no material complaints or grievances relating to the principles of the National Guidelines on Responsible Business Conduct (NGRBC) were received through the prescribed grievance redressal mechanisms.*

- 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

S. No.	Material Issue	Rationale for Identification	Risk/ Opportunity	Approach to Mitigate Risk / Capitalise on Opportunity	Financial Implications
1	Product Quality and Patient Safety	Maintaining product quality, efficacy and patient safety is critical to sustaining customer confidence, regulatory compliance and business growth.	Risk & Opportunity	The Company follows Good Manufacturing Practices (GMP), robust quality assurance systems, validated manufacturing processes and stringent quality control procedures to ensure consistent product quality and compliance with applicable regulatory standards.	Ensures business continuity, strengthens customer trust, minimises product liability and supports sustainable revenue growth.
2	Regulatory Compliance	The pharmaceutical industry operates in a highly regulated environment requiring strict compliance with domestic and international regulatory requirements.	Risk	The Company maintains an effective compliance framework, conducts periodic internal audits, regulatory reviews and employee awareness programmes to ensure compliance with applicable laws and standards.	Reduces regulatory and legal risks, avoids penalties and safeguards the Company's reputation.

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S. No.	Material Issue	Rationale for Identification	Risk/ Opportunity	Approach to Mitigate Risk / Capitalise on Opportunity	Financial Implications
3	Environmental Management	Manufacturing activities involve the consumption of energy, water and other natural resources, as well as the generation of waste and emissions.	Risk & Opportunity	The Company continuously monitors resource consumption, promotes energy conservation, responsible waste management, pollution prevention and compliance with environmental regulations.	Optimises operating costs, improves resource efficiency and enhances environmental performance.
4	Employee Health, Safety and Well-being	Employees are the Company's most valuable asset and ensuring a safe, healthy and inclusive workplace is essential for operational excellence.	Risk & Opportunity	The Company implements occupational health and safety measures, regular safety training, health awareness initiatives and statutory welfare programmes to foster employee well-being.	Improves productivity, reduces workplace incidents and enhances employee engagement and retention.
5	Business Ethics and Corporate Governance	Ethical business conduct and sound corporate governance are essential for maintaining stakeholder confidence and long-term sustainability.	Risk	The Company has established policies on ethical conduct, anti-corruption, whistle blower mechanism and compliance monitoring to promote integrity and accountability across the organisation.	Protects corporate reputation, strengthens investor confidence and minimises governance-related risks.
6	Supply Chain Management	A resilient and responsible supply chain is critical for uninterrupted availability of raw materials and timely delivery of products.	Risk & Opportunity	The Company works closely with qualified suppliers conducts supplier evaluations and encourages adherence to quality, ethical and regulatory standards throughout the value chain.	Reduces supply chain disruptions, improves procurement efficiency and supports long-term business continuity.
7	Community Development and CSR	The Company recognises its responsibility towards communities in which it operates and seeks to contribute to inclusive social development.	Opportunity	Through its Corporate Social Responsibility initiatives, the Company supports programmes in healthcare, education, environmental sustainability and community welfare in accordance with its CSR Policy.	Enhances stakeholder relationships and contributes to long-term social value creation.
8	Climate Change and Resource Efficiency	Climate-related risks, increasing resource costs and evolving stakeholder expectations necessitate responsible resource management.	Risk & Opportunity	The Company promotes efficient utilisation of energy and water, adoption of environmentally responsible practices and continuous improvement in operational efficiency.	Reduces operating costs, enhances resilience and supports long-term sustainability objectives.

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.

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to protect and restore the environment

P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs (Yes/No)	**Yes** Medicamen Biotech Limited has adopted appropriate policies and governance frameworks that address the Nine Principles of the National Guidelines on Responsible Business Conduct (NGRBC). These policies reflect the Company's commitment towards ethical business conduct, environmental stewardship, employee well-being, human rights, responsible supply chain management, customer-centricity and transparent corporate governance.								
b. Has the policy been approved by the Board? (Yes/No)	The Company's material policies have been approved by the Board of Directors and/or the respective Board Committees, wherever applicable. These policies are reviewed periodically to ensure alignment with applicable laws, evolving regulatory requirements, business priorities and stakeholder expectations..								
c. Web Link of the Policies, if available	The Company's policies are available on its website under the "Policies, Codes & Compliances" section and may be accessed at: https://www.medicamen.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	**Yes** The Company has established appropriate operational procedures, internal controls and standard operating practices for effective implementation of its policies across various functions. The implementation of these procedures is monitored through periodic reviews, internal audits and management oversight to ensure consistent compliance.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	**Yes** Wherever applicable, the Company's policies and ethical standards are communicated to suppliers, contractors, service providers and other business partners. Medicamen encourages its value chain partners to uphold responsible business practices, comply with applicable laws and maintain high standards of ethics, integrity, quality and environmental responsibility.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Medicamen Biotech Limited conducts its business in accordance with the principles of the National Guidelines on Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs, Government of India. The Company also complies with applicable statutory, quality and regulatory requirements relevant to the pharmaceutical industry and continuously strives to strengthen its management systems and operational excellence through recognised quality and compliance frameworks.								

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4. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company continues to strengthen its Environmental, Social and Governance (ESG) framework through continuous improvement initiatives. Its key focus areas include: • Climate change mitigation and adaptation • Energy efficiency and conservation • Water stewardship and efficient resource utilisation • Waste minimisation and responsible waste management • Pollution prevention and environmental protection • Occupational health, safety and employee well-being • Ethical business conduct and regulatory compliance • Human capital development and employee engagement • Customer satisfaction and product quality • Responsible supply chain management • Digitalisation, automation and operational excellence The Company periodically reviews these focus areas and aligns its initiatives with its long-term business strategy and sustainability objectives.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Medicamen Biotech Limited continuously monitors the implementation of its sustainability initiatives through periodic management reviews and performance monitoring mechanisms. During 2025-26, the Company made continued progress across its identified ESG focus areas through responsible resource management, employee engagement, quality enhancement, regulatory compliance and operational excellence. The Company remains committed to progressively strengthening its sustainability performance in line with evolving stakeholder expectations and regulatory requirements.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Medicamen Biotech Limited firmly believes that sustainable business practices are integral to long-term value creation and responsible corporate growth. As a responsible pharmaceutical company, we remain committed to delivering high-quality healthcare solutions while upholding the highest standards of ethics, governance, environmental stewardship and social responsibility. Our sustainability approach is embedded across our operations and focuses on ensuring patient safety, product quality, regulatory compliance, employee well-being, environmental protection and responsible business conduct. We continue to strengthen our governance framework, optimise the efficient use of natural resources, minimise our environmental footprint and foster an inclusive and safe workplace. Through continuous engagement with our stakeholders, we strive to understand their evolving expectations and integrate sustainability considerations into our business strategy. We remain committed to creating long-term value for our shareholders while contributing positively to society and the communities in which we operate.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN- 00317960 Name- Rahul Bishnoi Designation- Chairman Telephone No: 011-47589500 Email Id: info@medicamen.com

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, supported by its Committees and the senior management team, oversees the Company's sustainability strategy and responsible business practices. The Stakeholders' Relationship Committee monitors stakeholder engagement and grievance redressal mechanisms, while sustainability-related matters, including ESG initiatives, regulatory compliance, risk management and governance practices, are periodically reviewed by the Board and its Committees as part of the overall governance framework. Members of Stakeholder Relationship Committee:- 1. Mr Sham Goel-Independent Director 2. Mr Ashwani Kmar Sharma- Executive Director 3. Mrs. Sumita Dwivedi-Independent Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors, Board Committees and Senior Management, as applicable									Periodically/As and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors and Senior Management									Quarterly monitoring and Annual Review								

		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, The Company periodically reviews the effectiveness of its policies through its internal governance framework, Board oversight, Board Committees and senior management reviews. Additionally, compliance with applicable statutory and regulatory requirements is subject to internal audits, statutory audits, secretarial audits and other independent assurance mechanisms, wherever applicable. The Company continuously evaluates its policies and processes and updates them in line with evolving regulatory requirements and business needs.								

12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	4	The Company conducts periodic familiarisation programmes for the Board of Directors and Key Managerial Personnel covering business strategy, operational performance, regulatory and legal updates, corporate governance, risk management, ESG initiatives and industry developments, enabling informed decision-making and effective oversight.	100
Employees & Workers other than BOD and KMPs	-	The Company conducts mandatory training programmes covering induction, workplace safety, current Good Manufacturing Practices (cGMP), Standard Operating Procedures (SOPs), Prevention of Sexual Harassment (POSH) and other statutory and operational requirements. Training is organised periodically based on functional needs and regulatory requirements.	100

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (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					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been Preferred? (Yes/No)**
Penalty/ Fine	-	National Stock Exchange of India Limited	₹ 7080	Notice for non-compliance under Regulation 31 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, with reference number NSE/LIST-SOP/COMB/FINES/0886, dated 14 August 2025.	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary				
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been Preferred? (Yes/No)**
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

   Not applicable

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

   The Company maintains a zero-tolerance approach towards bribery, corruption and unethical business practices. The Company's Code of Conduct, Whistle Blower Policy and other governance policies establish clear expectations regarding ethical behaviour, integrity and compliance with applicable laws.

   Employees are periodically sensitised on ethical business practices, conflict of interest, anti-corruption requirements and reporting mechanisms through induction and awareness programmes. Appropriate internal controls, approval mechanisms and reporting procedures are in place to prevent, detect and address any instances of unethical conduct.

   The Company's policies are available on its website at: https://www.medicamen.com/investor/view/13

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

   During 2025-26, no disciplinary action was taken by any law enforcement agency against any Director, Key Managerial Personnel, employee or worker of the Company on charges relating to bribery or corruption.

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

   During 2025-26, no complaints relating to conflict of interest involving Directors or Key Managerial Personnel were received.

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.**

   The Company filed the Shareholding Pattern with the Stock Exchange and the delay was regularised. The fine of ₹ 7,080/- imposed by the National Stock Exchange of India Limited (NSE) in respect of the said delay has been duly paid by the Company.

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

	2025-26	2024-25
Number of days of accounts payable	142	170

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	2025-26	2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	-	-	-
	Number of trading houses where purchases are made	-	-	-
	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-	-

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Parameter	Metrics	2025-26	2024-25	FY 2023-24
Concentration of Sales	Sales to dealer / distributors/ stockiest as % of total sales	9.70	10.59	7.25
	Number of dealers / distributors/ stockiest to whom sales are made	131	145	121
	Sales to top 10 dealers / distributors/stickiest as % of total sales to dealer / distributors	27.57	40.76	41.72
Share of RPTs in	Purchases (Purchases with related parties as % of Total Purchases)	11.86	5.57	3.43
	Sales (Sales to related parties as % of Total Sales)	1.02	0.84	0.51
	Loans & advances given to related parties as % of Total loans & advances	47.58	0	0
	Investments in related parties as % of Total Investments made	100	100	100

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Medicamen Biotech Limited is committed to manufacturing and supplying high-quality, safe and affordable pharmaceutical products while integrating sustainability considerations across its operations. The Company follows stringent quality management systems, Good Manufacturing Practices (GMP) and applicable regulatory requirements to ensure product quality, patient safety and operational excellence. The Company also promotes responsible sourcing, efficient resource utilisation and environmentally responsible waste management practices across its manufacturing facilities.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	22%	20%	Investments focused on strengthening analytical capabilities, product quality, process optimisation and regulatory compliance.
Capex	12%	9%	Capital investments towards improving manufacturing efficiency, environmental management systems, utility optimisation and workplace safety.

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

   Yes

   a. **If yes, what percentage of inputs were sourced sustainably?**

   The Company has established standard operating procedures for the identification, evaluation and selection of suppliers. Procurement decisions are based on quality, regulatory compliance, reliability, business continuity and commercial considerations. The Company also encourages suppliers to comply with applicable environmental, social and ethical standards. However, the percentage of inputs sourced through defined sustainable sourcing criteria is not maintained separately.

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.**

Product	Process to safely reclaim the product
Plastic (including packaging)	MBL, as a pharmaceutical company, does not take back products for reuse, recycling, or disposal after they have reached the end of their life cycle. Instead, the company follows strict waste handling rules set by the Central Pollution Control Board (CPCB) and local laws. This approach ensures that e-waste, hazardous waste, and other types of waste are recycled and disposed of safely. These practices comply with the guidelines provided by the CPCB.
E-waste	
Hazardous waste	
Other waste	

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

Yes, the Company follows the Extended Producer Responsibility (EPR) rules set by the Central Pollution Control Board (CPCB). We handle all types of waste in an environmentally friendly way, using standardised procedures. Our waste management process includes sorting the waste and working with government-approved vendors for recycling and safe disposal through incineration.

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	35	100%	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**35**	**100%**	**0**	**0**	**0**	**0**
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ANNEXURE-D TO BOARD'S REPORT (CONTD.)

2. Details of retirement benefits for Current and Previous FY

Benefit	2025-26			2024-25		
	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	100%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	30.62%	-	Y	36.44%	-	Y
Other Superannuation	N/A					

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises/ offices of the Company are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. The Company provides equal employment opportunities and maintains a workplace free from discrimination. Employment decisions are based solely on merit, qualifications and business requirements, in compliance with applicable laws.

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

Gender	Permanent Employees		Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	-	-
Total	**100%**	**100%**	**-**	**-**

6. Is there a mechanism available to receive and redress grievances of employees and workers? If yes, give details of the mechanism in brief.

Yes. The Company has a structured grievance redressal mechanism for employees and workers. Grievances can be raised through the Human Resources Department, reporting managers or the Whistle Blower Mechanism, and are addressed in a fair, transparent and timely manner in accordance with the Company's policies.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Through Complaint Box
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2025-26			2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of associations or Union (D)	% (D/A
Total Permanent Employees						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

8. **Details of training given to employees**

Category	2025-26					2024-25				
	Total (A)	On Health and safety Measures % (B/A)		On skill upgradation		Total D	Total (A) On Health and safety Measures % (B/A)		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	370	370	100	Nil	Nil	345	345	100	Nil	Nil
Female	35	35	100	Nil	Nil	34	34	100	Nil	Nil
Total	**405**	**405**	**100**	**Nil**	**Nil**	**379**	**379**	**100**	**Nil**	**Nil**
Workers										
Male	112	112	100	Nil	Nil	101	101	100	Nil	Nil
Female	143	143	100	Nil	Nil	129	129	100	Nil	Nil
Total	**255**	**255**	**100**	**Nil**	**Nil**	**230**	**230**	**100**	**Nil**	**Nil**

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No (D)	% (D/C)
Employees						
Male	370	370	100%	345	345	100%
Female	35	35	100%	34	34	100%
Total	**405**	**405**	**100%**	**379**	**379**	**100%**
Workers						
Male	112	112	100%	101	101	100%
Female	143	143	100%	129	129	100%
Total	255	255	100%	230	230	**100%**

10. **Health and Safety Management System**

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

Yes. The Company has established occupational health and safety practices across its manufacturing facilities and offices in accordance with applicable statutory requirements. These include safety procedures, hazard identification, use of personal protective equipment (PPE), employee safety training, emergency response measures and periodic health check-ups to ensure a safe and healthy working environment for all employees and workers.

ANNEXURE-D TO BOARD'S REPORT (CONTD.)

The Company has also adopted Environment, Health & Safety Policy which can be accessed on its website at: https://www.medicamen.com/investor/view/13

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company identifies and assesses work-related hazards through periodic workplace inspections, safety audits, risk assessments and incident reporting. Appropriate preventive and corrective measures, including SOPs, safety training, use of PPE and emergency preparedness, are implemented to minimise occupational health and safety risks.

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

Yes. Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour Safety Observation rounds.

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

Yes, all employees are covered under ESI scheme.

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

Safety incidents	Category	2025-26	2024-25
Lost time injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees & Workers	Nil	Nil
Total recordable work-related injuries	Employees & Workers	Nil	Nil
No. of fatalities	Employees & Workers	Nil	Nil
High consequence work related injury or ill health (excluding fatalities)	Employees & Workers	Nil	Nil

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

The Company promotes a safe and healthy work environment through safety training, use of PPE, regular workplace inspections, health check-ups and adherence to applicable health and safety regulations.

13. **Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:**

No complaints have been received from the employees and workers on Working Conditions and Health & Safety measures during the financial year 2025-26 and 2024-25.

14. **Assessments for the year:**

Topic	% 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.**

In financial year, there were no safety related incident reported.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicator

1. **Describe the processes for identifying key stakeholder groups of the entity.**

The Company recognises the importance of its stakeholders in achieving sustainable growth. It regularly engages with key stakeholders, including employees, customers, shareholders, suppliers, local communities and regulatory authorities, to understand their expectations, address concerns and build long-term, mutually beneficial relationships.

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

Stakeholder Group	Purpose of Engagement	Frequency of Engagement
Employees & Workers	Performance, welfare, health & safety, training, grievance redressal	Continuous / As and when required
Shareholders & Investors	Financial performance, governance, statutory disclosures, AGM, investor queries	Quarter/Annually / As required
Customers	Product quality, customer satisfaction, complaint resolution, business development	Continuous
Suppliers & Business Partners	Procurement, quality, compliance, business continuity	Regular / As required
Regulatory & Government Authorities	Statutory compliance, inspections, approvals and reporting	As required
Local Communities	CSR initiatives, community development and social welfare	Periodically
Banks & Financial Institutions	Financial assistance, banking facilities and compliance	As required

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. **Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format**

Category	2025-26 Current Financial Year			2024-25 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	370	370	100	376	376	100
Other permanent	35	35	100	3	3	100
Total Employees	**405**	**405**	**100**	**379**	**379**	**100**
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other permanent	255	255	100	230	230	100
Total Workers	255	255	100	230	230	**100**

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

Category	2025-26 Current Financial Year					2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	370	Nil	Nil	370	100%	345	35	10.23%	310	90.64%
Female	35	Nil	Nil	35	100%	34	Nil	Nil	34	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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Category	2025-26 Current Financial Year					2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Workers					
Permanent										
Male	112	Nil	Nil	112	100%	Nil	Nil	Nil	Nil	Nil
Female	143	Nil	Nil	143	100%	11	Nil	Nil	11	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	101	10	9.90%	91	90.10%
Female	Nil	Nil	Nil	Nil	Nil	129	12	9.30%	117	90.70%

3. **Details of remuneration/salary/wages, in the following format:**

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)
Board of Directors (BoD)	8	60.88	2	Nil
Key Managerial Personnel	2	38.15	1	10.39
Employees other than BoD and KMP	509	3.82	58	3.24

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)**

   Yes. BR Policy has been adopted by the Company and Board of directors have an oversight on the progress.

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

   The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions.

   Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights.

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

Particulars	2025-26 Current Financial Year			2024-25 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	Nil					
Discrimination at workplace						
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:**

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
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.**

The Company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of the Audit Committee of the Board of Directors. Similarly, in sexual harassment cases, there is Internal Complaints Committees (ICCs) and relevant policies to ensure that complaint(s) shall not be met with adverse consequences.

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

Yes, human rights requirements, particularly relating to non-engagement of child labour, forced labour, non-discrimination at work places, etc., form part of the business agreements/contracts.

10. **Assessments for the year**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% The Company's manufacturing plants, R&D centers and offices were assessed by the Company and/or externally by third parties, as applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

The Company is committed to protecting the environment by integrating sustainable practices into its operations. It focuses on efficient use of natural resources, responsible waste management, pollution prevention, regulatory compliance and continual improvement in environmental performance to support sustainable growth.

Essential Indicators

1. **Details of total energy consumption (in Kilo Joules or multiples) and energy intensity, in the following format:**

Parameter	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Total electricity consumption (A)	19,74,47,83,200 kJ	1,82,43,014,400 kJ
Total fuel consumption (B)	9,78,80,54,300 kJ	1,11,34,18,000 kJ
Energy consumption through other sources (C)	1,77,25,32,000 kJ	24,84,46,800 kJ
Total energy consumption (A+B+C)	31,30,53,69,500 kJ	19,60,48,79,200 kJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.004861 kWh/₹	0.003595 kWh/₹
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.

No

ANNEXURE-D TO BOARD'S REPORT (CONTD.)

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

   No. The PAT Scheme is not applicable to the pharmaceutical industries.

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

Parameter	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Ground water	24,828.579 KL	23,279.89 KL
(iii) Third Party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) others	NA	NA
Total volume of water withdrawal (in kiloliters i+ii+iii+iv+v)	**24,828.579 KL**	**23,279.89 KL**
Total volume of water consumption (in kiloliters)	**24,828.579 KL**	**23,279.89 KL**
Water intensity per rupee of turnover (water consumed / turnover) KL / Crores	–	–
Water intensity (optional) – the relevant metric may be selected by the entity-KL/ MT of Production	–	–

Note: indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? if yes, name the external agency

No

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

S. No	Parameter	2025-26	2024-25
(i)	To Surface water	-	-
	No treatment	-	-
	With treatment – Please specify level of treatment	-	-
(ii)	To Groundwater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(iii)	To Seawater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(iv)	Sent to third-parties	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
(v)	Others	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres		-	-

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

   Yes. All MBL facilities are equipped with Effluent Treatment Plant (ETP), wherever required. We have a target to become Zero Liquid discharge across all our manufacturing facilities.

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

Parameter	Please specify Unit	2025-26 Current Financial Year	2024-25 Current Financial Year
NOx	Gm/kw-hr	0.34	0.28
Sox	-Nil-	NA	NA
Particulate matter (PM)	µg/m³	95.8	94.5
Persistent organic pollutants (POP)	-Nil-	NA	NA
Volatile organic compounds (VOC)	-Nil-	NA	NA
Hazardous air pollutants (HAP)	-Nil-	Nil	Nil
Others – please specify	NA	NA	NA

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

7. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.** We use environment & green-house friendly equipment**.**

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

Parameter	*Unit*	2025-26 Current Financial Year	*2024-25 (Previous Financial Year)*
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*Metric tonnes of CO_2 equivalent*	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	NA	NA	NA

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

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

No

ANNEXURE-D TO BOARD'S REPORT (CONTD.)

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

Parameter	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	NA	NA
E-waste ***(B)***	NA	NA
Bio-medical waste ***(C)***	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste ***(E)***	NA	NA
Radioactive waste ***(F)***	NA	NA
Other Hazardous waste. Please specify, if any. (G)	222.68 kg (Used oil & ETP sludge)	136 kg (Used oil & ETP sludge)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G+ H)	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Hazardous Waste is being transferred to Authorised Recycler for disposal at their end at Plants	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total		

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

11. 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 strictly follow zero waste & discharge policy using effective ETP cum STP plant, Production waste neutralisation mechanism system and collaboration with local agencies approved by pollution control board.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

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

14. **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, and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes				

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Bhiwadi Manufacturing Association	State
2	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National

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

   Nil

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

2.

Name and brief details of the projects	SIA notification no	Date of notification	Whether conducted by independent external agency (yes / No)	Results communicated in public domain (yes / No)	Relevant web Link
Not applicable					

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

S No	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAF covered by R&R	Amount paid to PAFs in FY(₹)
Not applicable						

4. **Describe the mechanisms to receive and redress grievances of the community**

   The Company engages regularly with local communities through its Senior Management and CSR team to understand and address their concerns. A grievance register is maintained at the manufacturing facilities and stakeholders may also report concerns through the Company's Whistle Blower Policy, available on the Company's website.

ANNEXURE-D TO BOARD'S REPORT (CONTD.)

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

Particulars	2025-26	2024-25
Directly sourced from MSMEs / small producers	23%	18%
Sourced directly from within the district and neighboring districts	38%	45%

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's email id is publicly disclosed for raising any consumer complaints. On receipt of the any complaint, the same is being investigated by the relevant function/ department, and thereafter, appropriate feedback will be provided to the complainant.

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

Particulars	As a percentage to total turnover
Environment and Social parameters relevant to product	The Company complies with all the regulatory requirements in relation to display of information on product label.
Safe and responsible usage	
Recycling and / or safe disposal	

   Pharmaceutical industry is an extremely regulated sector when it comes to marketing and labelling of the products and thus we ensure responsible communication to all our customers. We comply with all the regulatory requirements for all labelling parameters.

3. **Number of consumer complaints**

   During the year under review, Company has not received any consumer's complaints regarding data privacy, advertisement, cyber-security, restricted trade practices and unfair trade practices. The details of other complaints are stated below:

Particulars	2025-26 Current Financial Year			2024-25 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Others (Product related complaints)	Nil					

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

Particulars	Numbers	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

   Yes. We use computerised system duly validated & effectively protected network system using the principal of USFDA 21 CFR part 11.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   Nil