



Innovating for
affordable healthcare

ANNUAL **SUSTAINABILITY** REPORT

FY 2025-26



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INTRODUCTION

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About This Report

Organizational Details (GRI 2-1)

We, Shilpa Pharma Lifesciences Limited (hereinafter referred to as "Shilpa Pharma", "the Company", "we", "us", or "our"), are a science-driven global Contract Development and Manufacturing Organization (CDMO) specialising in the development and manufacture of Complex Active Pharmaceutical Ingredients (APIs), High Potent APIs (HPAPIs), Peptides, ADC Linkers & Payloads, PEG Derivatives, Specialty Polymers, and integrated CDMO solutions.

Through our expertise in process development, analytical services, technology transfer, and commercial-scale manufacturing, we support pharmaceutical and biotechnology companies across regulated global markets.

This Annual Sustainability Report presents the Company's Environmental, Social, and Governance (ESG) performance across operations under its operational control.

It provides transparent disclosures on our approach to scientific innovation, product quality and patient safety, responsible manufacturing, environmental stewardship, human capital development, business ethics, corporate governance, and stakeholder engagement, reflecting our commitment to responsible growth and sustainable value creation.

Reporting Boundary & Scope (GRI 2-2 & GRI 2-3)

At Shilpa Pharma Lifesciences Limited, sustainability is integrated across our pharmaceutical value chain. This Annual Sustainability Report presents the Company's Environmental, Social, and Governance (ESG) performance for operations under its operational control, covering corporate functions, pharmaceutical manufacturing, Research & Development (R&D), analytical services, integrated CDMO operations, quality management, supply chain activities, and employee-related practices.

The reporting boundary includes the following operational locations:

Location	
1	Registered Office
2	Shilpa Pharma Lifesciences Limited – Unit I
3	Shilpa Pharma Lifesciences Limited – 100% EOU Unit II & R&D Centre

Where applicable, information relating to suppliers and business partners has been included.

Unless otherwise stated, all ESG disclosures relate to operations under the operational control of Shilpa Pharma Lifesciences Limited.

The reporting boundary is reviewed periodically to reflect significant organisational or operational changes.

Reporting Period, Frequency & Contact Information (GRI 2-3)

This Report covers the period from 1 April 2025 to 31 March 2026 and has been prepared as an annual publication.

For questions, feedback, or additional information regarding this Report, please contact:

📍	Shilpa Pharma Lifesciences Limited Shilpa House, Hyderabad Road, Raichur – 584135, Karnataka, India
✉️	info@shilpapharma.com
🌐	www.shilpapharma.com



Restatement of Information (GRI 2-4)

The Company strives to ensure the accuracy, completeness, and reliability of the information presented in this Report. Where applicable, prior-year data have been restated to improve comparability, reflect methodological enhancements, or correct previously reported information.

Any material changes or restatements have been appropriately disclosed and explained within the relevant sections of this Report.

External Assurance (GRI 2-5)

To enhance the credibility of this Annual Sustainability Report, Shilpa Pharma Lifesciences Limited engaged Anares Anaytics LLC as the independent third-party assurance provider.

The assurance covers selected ESG disclosures to evaluate their accuracy, completeness, and alignment with the defined reporting boundary, reporting criteria, and applicable sustainability frameworks. The Independent Assurance Statement is provided in the Annexures section of this Report.

Reporting Standards & Frameworks

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and is guided by the National Guidelines on Responsible Business Conduct (NGRBC).

It also reflects the Company's commitment to the United Nations Global Compact (UNGC), the United Nations Sustainable Development Goals (SDGs), the Pharmaceutical Supply Chain Initiative (PSCI), India's Nationally Determined Contributions (NDCs), and the Science Based Targets initiative (SBTi).

These frameworks support Shilpa Pharma's approach to transparent reporting, responsible business practices, and long-term sustainable value creation.

Materiality & Stakeholder Engagement

The sustainability priorities presented in this Report are guided by a structured materiality assessment that identifies the ESG topics most relevant to Shilpa Pharma Lifesciences Limited, reflecting the Company's business strategy, global CDMO operations, and stakeholder expectations.

The assessment considers business priorities, regulatory developments, and emerging sustainability trends. Continuous engagement with employees, customers, suppliers, investors, regulators, and communities strengthens transparency, supports informed decision-making, and enables the Company to create long-term sustainable value.

Forward-Looking Statement

This Report contains forward-looking statements describing the Company's future aspirations, strategies, objectives, and expectations relating to sustainability and business performance.

These statements are based on current assumptions and available information at the time of publication and are subject to risks, uncertainties, regulatory developments, and other factors that may cause actual outcomes to differ materially from those expressed or implied.



Managing Director's Message



Dear Stakeholders,

At Shilpa Pharma Lifesciences Limited has entered a defining phase of its growth journey. As the pharmaceutical industry increasingly seeks integrated, innovation-driven development partners, we have continued to strengthen our position as a global Contract Development and Manufacturing Organization (CDMO) with capabilities spanning complex APIs, HPAPIs, peptides, ADC linkers and payloads, specialty polymers, and other high-value pharmaceutical solutions.

Our strategy is centred on creating differentiated value for our customers.

By investing in advanced R&D, process development, technology platforms, and world-class manufacturing infrastructure, we are enabling our partners to accelerate the development and commercialization of complex therapies while meeting the highest standards of quality and regulatory compliance.

As we expand our global footprint, operational excellence remains a key priority.

We continue to enhance our manufacturing capabilities through digitalisation, process optimisation, quality-by-design, and continuous improvement, ensuring agility, reliability, and efficiency across our operations.

These capabilities enable us to respond to the evolving needs of the pharmaceutical industry and reinforce our position as a trusted long-term partner.

Sustainability is embedded within this transformation. Our focus on green chemistry, renewable energy, water stewardship, Zero Liquid Discharge, and responsible supply chain practices strengthens business resilience while supporting responsible manufacturing.

These initiatives are not only environmental commitments—they are strategic investments that improve efficiency, reduce operational risk, and create long-term value.

None of this would be possible without the dedication of our people.

Their scientific expertise, collaborative mindset, and unwavering commitment to excellence continue to drive innovation and build enduring relationships with our customers across global markets.

Looking ahead, we will continue to expand our CDMO capabilities, invest in next-generation pharmaceutical technologies, and strengthen strategic partnerships that enable better healthcare solutions worldwide.

Our ambition is not only to grow our business but to contribute meaningfully to the future of global healthcare through innovation, quality, and responsible execution.

I extend my sincere appreciation to our employees, customers, partners, investors, and all our stakeholders for their continued trust and confidence.

Together, we will continue to shape the next chapter of Shilpa Pharma Lifesciences Limited.

Warm Regards,

Mr. Vishnukant C. Bhutada

Managing Director

Shilpa Pharma Lifesciences Limited

“ —————
Building the Future of
Global Pharmaceutical
Innovation ————— ”

CEO's Message



Dear Stakeholders,

At Shilpa Pharma Lifesciences Limited, our success is built on our ability to consistently transform scientific innovation into reliable manufacturing solutions.

Every product we develop, every process we optimise, and every partnership we strengthen reflects our commitment to operational excellence and delivering value to customers across the global pharmaceutical industry.

As customer expectations continue to evolve, we are focused on building agile and technology-driven operations. Our integrated capabilities across complex APIs, HPAPIs, peptides, ADC linkers and payloads, and specialty pharmaceutical solutions enable us to manage increasingly complex development and manufacturing programmes with precision, quality, and speed.

By leveraging advanced manufacturing technologies, process intensification, and digital systems, we continue to enhance productivity, operational agility, and supply reliability.

Quality remains the cornerstone of our operations. Through a strong culture of compliance, robust quality management systems, and adherence to global regulatory standards, we strive to ensure that every product manufactured at our facilities meets the highest expectations of safety, consistency, and performance. This commitment has helped us build lasting confidence among our customers and regulatory partners worldwide.

Operational excellence also means manufacturing responsibly. Across our facilities, we continue to improve resource efficiency through green chemistry, renewable energy, water conservation, Zero Liquid Discharge practices, and waste minimisation.

These initiatives strengthen the sustainability of our operations while improving efficiency and long-term business resilience, operational risk, and create long-term value.

Behind every milestone is a dedicated team whose expertise, discipline, and passion drive our progress every day.

By investing in capability development, fostering a culture of safety, and encouraging continuous improvement, we empower our people to deliver excellence at every stage of our operations.

As we move forward, our priority is clear—to build smarter manufacturing systems, strengthen execution capabilities, and remain a dependable partner in advancing global healthcare.

Through operational excellence, innovation, and uncompromising quality, we will continue to create meaningful value for our customers, stakeholders, and the patients who ultimately rely on our products.

I thank our employees, customers, partners, and stakeholders for their continued trust and support as we work together to shape the future of pharmaceutical manufacturing.

Warm Regards,

Mr. Keshav Bhutada

Chief Executive Officer

Shilpa Pharma Lifesciences Limited

“ _____
Operational Excellence
that Enables Better
Healthcare _____ ”

About Shilpa Pharma Lifesciences Limited

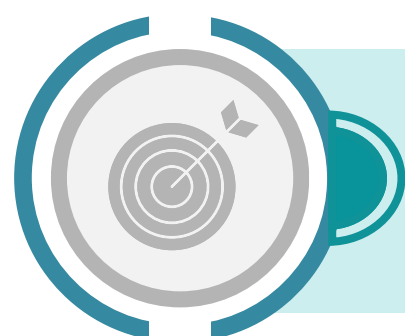
Transforming Healthcare with Sustainability

Shilpa Pharma Lifesciences Limited is a global Contract Development and Manufacturing Organization (CDMO) dedicated to delivering innovative pharmaceutical solutions that improve healthcare outcomes worldwide. Built on decades of scientific expertise, the Company partners with global pharmaceutical and biotechnology companies to provide integrated development and manufacturing solutions, supporting products from early-stage development to commercial manufacturing.

The Company's strength lies in its specialised capabilities across complex Active Pharmaceutical Ingredients (APIs), High Potent APIs (HPAPIs), peptides, ADC linkers and payloads, PEG derivatives, specialty polymers, and advanced pharmaceutical intermediates. Backed by advanced research laboratories, state-of-the-art manufacturing facilities, and robust quality systems, Shilpa Pharma combines scientific innovation with regulatory excellence to address the growing demand for complex therapies across global markets.

At Shilpa Pharma, sustainability is embedded within the way the business operates. The Company integrates green chemistry, renewable energy, water stewardship, Zero Liquid Discharge (ZLD), biodiversity conservation, and responsible resource management into its manufacturing operations to enhance efficiency while reducing environmental impact. Sustainability is further strengthened through alignment with globally recognised frameworks, including the UN Global Compact (UNGC), United Nations Sustainable Development Goals (SDGs), Pharmaceutical Supply Chain Initiative (PSCI), Nationally Determined Contributions (NDCs), and the Science Based Targets initiative (SBTi).

Quality, integrity, and collaboration remain the foundation of Shilpa Pharma's success. By combining scientific excellence with responsible manufacturing, digital innovation, and customer-centric solutions, the Company continues to strengthen its position as a trusted global CDMO partner. Supported by a culture of continuous improvement and operational excellence, Shilpa Pharma remains committed to creating sustainable value for patients, customers, employees, communities, and the environment while advancing the future of global healthcare.



Our Mission

To be a global leader in pharmaceutical innovation, creating healthier lives and sustainable communities through science, care, and commitment.

Our Vision

To deliver affordable, high-quality medicines globally while driving sustainable growth through innovation, ensuring safety and ethics, empowering communities, and fostering a culture of integrity and continuous improvement



Sustainable Healthcare Through Our Diverse Portfolio

Portfolio Overview

Shilpa Pharma Lifesciences Limited — End-to-End CDMO Partner

Four core pillars





1. Drug Substance & CDMO Services

- Manufacturing Solutions
- NCE Development Solutions
- End-to-end guidance from development to commercial-scale manufacturing



2. Analytical Services

- Structure Elucidation
- Impurity Evaluation & Impurity Profiling
- Standards Qualification
- Analytical Testing

- Analytical Method Development & Validation
- Polymorph Profiling
- Photo-Stability & Forced Degradation Study
- Stability Studies
- Analytical Method Transfer



3. Product Portfolio

- Nine ingredient categories, grouped into three families:

Small Molecules	Peptides & PEGylation	ADC & Specialty
API	Peptides	Linkers
API Intermediates	PEGs	Payloads
HPAPI		Specialty Chemicals
		Polymers

Why Partner with Shilpa Pharma

End-to-End CDMO Expertise — comprehensive solutions across every stage of the drug development cycle

Customer-First Approach — dedicated to building lasting partnerships

- IP & Data Integrity Assurance
- Cost-Optimized Solutions
- Speed-to-Market Advantage

Proven Reliability — over three decades of trusted pharmaceutical experience

Sustainability Commitment — aligned with UNGC, SDGs, PSCI, NDC, and SBTi Regulatory & Quality

Zero-observation USFDA audits, with accreditations from leading regulatory authorities including USFDA, EMA, and TGA. Every product moves through rigorous quality protocols from raw material sourcing to final packaging.



Sustainability Dashboard

Environment

70.3% Renewable Energy Share	0.1249tCO2eq / ₹ crore revenue GHG Emissions (Scope 1 & 2)	23,150,484 kWh Energy Consumption	43.16% Treated Water as a % of Total Water Consumption
	62,755 kL/year Water Recycled & Reused	0 Total Rain Water Harvested (in Kilo Litres / Year)	

Social

29,816 People Trained on Health & Safety (in Manhours)	7.9% Women Employees	144530 Hours/Employee Average Training Hours	0 Lost Time Injury Frequency Rate (LTIFR)
10080 People Trained on overall Career Management and Skill Development (Manhours)	93.10% % of the total workforce trained on Diversity, Equity & Inclusion	100 % % of all operational sites that have been subject to human rights reviews or human rights impact assessments	

Governance

100% % departments covered under Risk Assessment Internal Audit	0% Whistleblower Cases Resolved	0 # of Complaints reported on Corruption & Bribery	0 Cybersecurity & Data Privacy Incidents
50% Conduct Customer safety training sessions of Customers	80% Employees Covered Employees Trained on Code of Conduct	18% Suppliers Assessed ESG-Assessed Suppliers	



Awards & Recognitions

★ National Energy Conservation Award (2012)	★ State Award for Excellence in Exports (2005)
★ Patent Award – Bulk Drugs API (2016)	★ Best Entrepreneur – First National Award (1995)
★ Excellence in R&D Award (2015)	★ Business Outlook "Power of I" Award (2017)
★ Excellence Award (2017)	★ Excellence Award – JCI, Nagpur
★ Best District Export Award (2017)	★ Excellence Award for Energy Conservation

Certifications

ecovadis

Ecovadis

Shilpa Pharma Lifesciences Limited is certified by Eco-Vadis, reflecting assessment of its sustainability and responsible-business practices.

Pfizer

Pfizer Partner Initiatives

Participation in Pfizer Partner Initiatives supports collaboration on responsible and sustainable pharmaceutical business practices.



45001



9001:2015



14001



Awards photos



Accolades

Shilpa Pharma Lifesciences Ltd. continues to demonstrate commitment to Energy conservation



National Energy Conservation Day - 2012

1st Prize at All India level for energy conservation activities in the Drugs & Pharmaceutical sector.

National Level – 1st Prize
BEE, Min of Power, GOI

★

National Energy Conservation Day - 2024

2nd Prize at All India level for energy conservation activities in the Drugs & Pharmaceutical sector.

National Level – 2nd Prize
BEE, Min of Power, GOI



Surakshata Prashasthi Award - 2023

1st Prize in the Large Industry Category for the best safety Practices during National Safety Day celebrations.

North Karnataka Region – 1stPrize
DFBISH Gov. of Karnataka

★

Boiler Safety & Efficiency- 2025

2nd Prize in the Medium-Sized Boiler Category for best boiler safety and efficiency.

State Level Award – 2nd Prize
DFBISH Gov. of Karnataka



★

Surakshata Prashasthi Award - 2025

3rd Prize in the Large Industry Category during National Safety Day celebrations.

State Level Award - 3rdPrize
DFBISH Gov. of Karnataka

Our Journey

(GRI 2-1, GRI 2-6)

Over the past three decades, Shilpa Pharma Lifesciences Limited has evolved from a pharmaceutical manufacturing enterprise into a science-driven global Contract Development and Manufacturing Organization (CDMO). Guided by innovation, quality, and responsible manufacturing, the Company has continuously expanded its scientific capabilities, strengthened regulatory excellence, and built trusted partnerships with pharmaceutical and biotechnology companies worldwide.

Today, Shilpa Pharma delivers integrated solutions across Complex APIs, High Potent APIs (HPAPIs), Peptides, ADC Linkers & Payloads, PEG Derivatives, Specialty Polymers, and end-to-end CDMO services. With advanced research capabilities, world-class manufacturing infrastructure, and a commitment to sustainable operations, the Company continues to advance healthcare while creating long-term value for its stakeholders.

30+ Years of Experience

Built accumulated pharmaceutical and CDMO expertise across diverse chemistries and drug-development programmes.

R&D & Process Development

Developed capabilities spanning process design, development and delivery of NCE APIs across clinical phases.

Scale-Up & Technology Transfer

Strengthened pilot-plant capabilities to support scale-up, process validation and transition from R&D to commercial manufacturing.

Advanced Manufacturing

Established capabilities for oncology and non-oncology drug substances, including small molecules and high-potency APIs.

Technology Expansion

Expanded into green chemistry, biocatalysis, chemo-catalysis, chiral chemistry, polymers and peptides.

Specialised Platforms

Developed capabilities for HPAPIs, peptides, ADC linkers, PEGs and specialty chemicals.

Integrated CDMO Services

Built an integrated offering supporting programmes from development through clinical supply and commercial manufacturing.

Global Reach

Expanded its customer and market reach across India and key international pharmaceutical markets.

Responsible Growth

Integrated quality, regulatory compliance, sustainability, safety, ethics and responsible business practices into its stated approach to growth.

Our Geographic Presence

(GRI 2-1, GRI 2-6)

As a science-driven global Contract Development and Manufacturing Organization (CDMO), Shilpa Pharma Lifesciences Limited serves pharmaceutical and biotechnology partners across regulated and emerging markets. Headquartered in Raichur, Karnataka, India, the Company combines advanced research, integrated CDMO capabilities, and world-class manufacturing to support customers worldwide.



Registered Office
Shilpa House, Plot No. 12-6-
214/A-1, Hyderabad Road,
Raichur – 584135, Karnataka,
India



Shilpa Pharma Lifesciences
Limited – Unit I Plot No. 1A
& 1A(P), 1B, 2, 2A, 2B, 3A–3E,
4A, 5A, 4B & 5B, Deosugur
Industrial Area, Raichur –
584170, Karnataka, India



Shilpa Pharma Lifesciences
Limited – 100% EOU Unit II &
R&D Centre Plot Nos. 33, 33A &
40–47, Raichur Industrial
Growth Centre, Wadloor Road,
Chicksugur Post, Raichur –
584134, Karnataka, India

Building Trusted Partnership Across the Value Chain

(GRI 2-25 , GRI 2-26 & GRI 2-29)

At Shilpa Pharma Lifesciences Limited, trusted partnerships are central to delivering innovative pharmaceutical solutions and advancing sustainable healthcare. As a science-driven global Contract Development and Manufacturing Organization (CDMO), we collaborate with customers, suppliers, regulators, employees, investors, communities, and industry partners to strengthen innovation, quality, responsible manufacturing, and long-term value creation across the pharmaceutical value chain.

Advancing Innovation Through Customer Partnerships

We partner with global pharmaceutical and biotechnology companies to develop and manufacture Complex APIs, High Potent APIs (HPAPIs), Peptides, ADC Linkers & Payloads, PEG Derivatives, Specialty Polymers, and integrated CDMO solutions. Through scientific collaboration, analytical expertise, technology transfer, and commercial manufacturing, we help accelerate product development while ensuring quality, regulatory compliance, and reliable global supply.

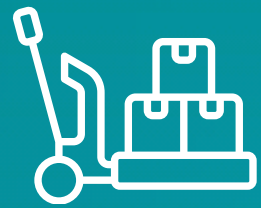
Responsible Supply Chain

Our supply chain is built on quality, integrity, and responsible sourcing. We engage suppliers through qualification processes, GMP audits, quality assessments, and periodic performance reviews to promote ethical business practices, regulatory compliance, product quality, and supply chain resilience.

Industry Memberships & Sustainability Commitments

Shilpa Pharma collaborates with recognised global initiatives to strengthen responsible business practices, sustainable manufacturing, and supply chain excellence.

	United Nations Global Compact	United Nations Global Compact (UNGC) Responsible business practices and the Ten Principles
	PSCI	Pharmaceutical Supply Chain Initiative (PSCI) Responsible supply chain, ethics, labour, health & safety, and environment
	SUSTAINABLE DEVELOPMENT GOALS	United Nations Sustainable Development Goals (SDGs) Supporting global sustainable development priorities
	SCIENCE BASED TARGETS	Science Based Targets initiative (SBTi) Climate action and science-based emissions reduction
	The United States of America	Nationally Determined Contributions (NDCs) Supporting national climate and energy commitments



MATERIALITY

- Stakeholder Engagement
- Materiality Assessment
- Material Topics Identified
- Materiality Matrix



Stakeholder Engagement

(GRI 2-29)

Continuous stakeholder engagement enables Shilpa Pharma to understand evolving expectations, strengthen long-term relationships, and integrate sustainability into strategic decision-making. Through regular interactions with key stakeholder groups, we gather valuable insights that support innovation, operational excellence, regulatory compliance, and responsible business practices.

Stakeholder Engagement Matrix

Stakeholder Group	Engagement Channels	Key ESG Priorities
Customers	Technical reviews, project meetings, quality audits	Product quality, innovation, regulatory compliance, reliable supply
Employees	Town halls, training programmes, performance reviews, grievance mechanisms	Health & safety, wellbeing, learning & development, diversity
Suppliers & Service Partners	Supplier qualification, GMP audits, supplier reviews	Responsible sourcing, quality, ESG compliance, business ethics
Leadership Team	Board meetings, strategic reviews, management meetings	Sustainable growth, risk management, ESG integration
Regulators	Regulatory inspections, submissions, compliance reviews	Product quality, patient safety, regulatory compliance
Investors	Annual Report, AGM, investor meetings	Governance, business performance, ESG performance
Communities	CSR initiatives, healthcare & education programmes	Community development, environmental stewardship

Materiality Assessment

(GRI 3-1)

At Shilpa Pharma Lifesciences Limited, our materiality assessment identifies the Environmental, Social, and Governance (ESG) topics that are most significant to our business and stakeholders. As a science-driven global Contract Development and Manufacturing Organization (CDMO), the assessment reflects our integrated pharmaceutical value chain—from research and process development to commercial manufacturing—ensuring that sustainability priorities are aligned with our business strategy and long-term value creation. The assessment considers our scientific and manufacturing operations, product quality and patient safety commitments, regulatory landscape, industry trends, stakeholder expectations, and sustainability priorities to identify the ESG topics that have the greatest impact on our business performance and responsible growth.

Materiality Assessment Process (GRI 3-1)



Material Topics Identified (GRI 3-2)



ENVIRONMENT

1. Climate Action & Carbon Management
2. Energy Management
3. Water Stewardship & Zero Liquid Discharge
4. Green Chemistry & Responsible Manufacturing
5. Circular Waste Management
6. Resource Efficiency
7. Biodiversity & Green Belt Development



SOCIAL

1. Product Quality & Patient Safety
2. Employee Health & Safety
3. Learning & Development
4. Employee Wellbeing
5. Diversity, Equity & Inclusion
6. Community Development
7. Human Rights & Labour Practices



GOVERNANCE

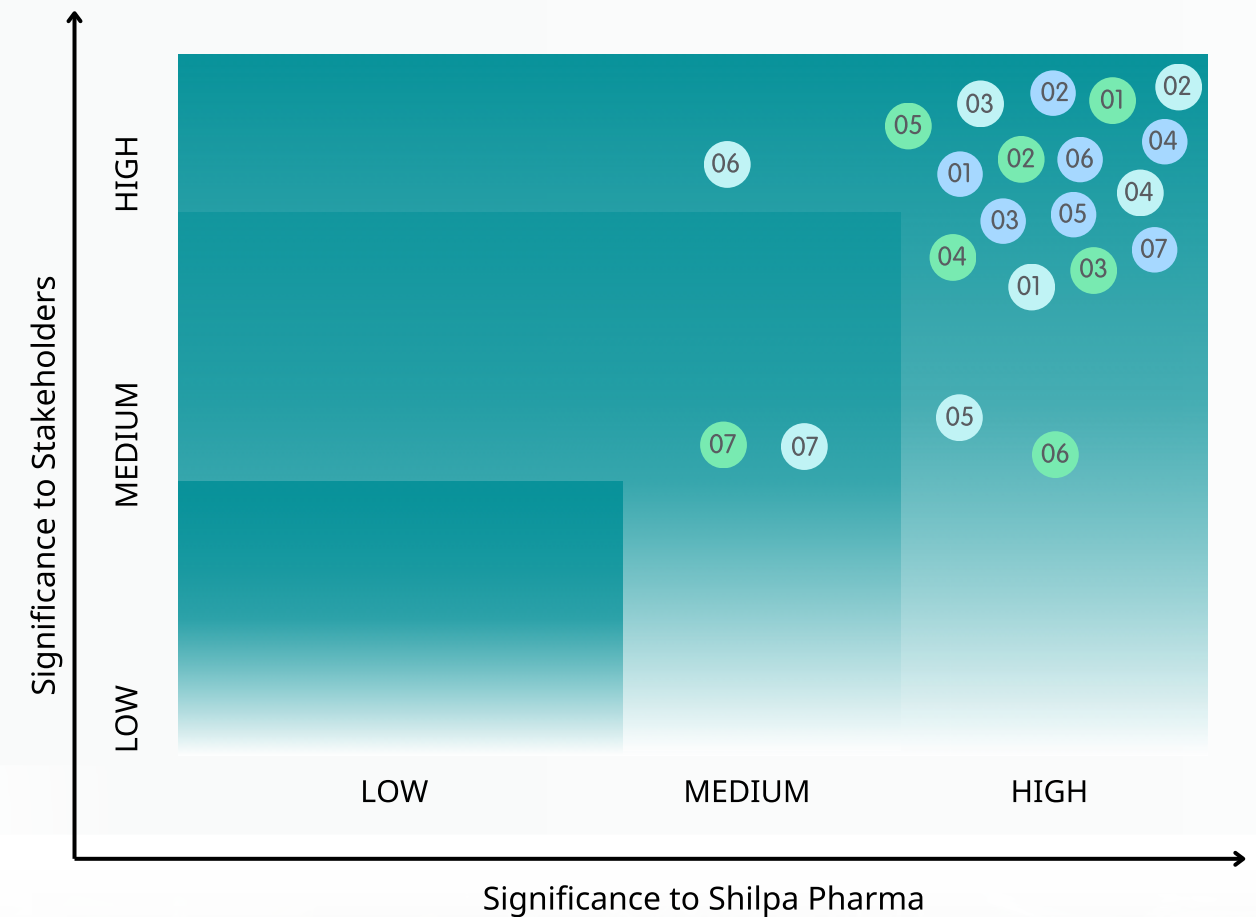
1. Business Ethics & Integrity
2. Corporate Governance
3. Regulatory Compliance
4. Enterprise Risk Management
5. Responsible Supply Chain
6. Quality & Regulatory Excellence
7. Data Privacy & Information Security

Integrating Materiality into Business (GRI 3-1)

The identified material topics are integrated into Shilpa Pharma's business strategy, operational planning, risk management, and sustainability governance. These priorities guide decision-making across research and development, process innovation, responsible manufacturing, quality systems, supply chain management, environmental stewardship, and stakeholder engagement. By embedding material ESG topics into our business, we strengthen resilience, support regulatory excellence, and advance sustainable healthcare through responsible innovation.

Materiality Matrix (GRI 3-2)

The material topics identified through the materiality assessment are prioritised based on their significance to stakeholders and importance to Shilpa Pharma Lifesciences Limited' business and long-term value creation.





CORPORATE GOVERNANCE

- Governance Structure
- Board Composition
- Board Oversight
- Risk Assessment & Management
- Anti-Corruption & Compliance
- Data Privacy & Information Security



Governance Structure

(GRI 2-9, 2 & GRI 2-13)

Shilpa Pharma Lifesciences Limited' governance framework provides clear strategic oversight, leadership accountability, and responsible decision-making across its pharmaceutical and CDMO operations. The structure connects the Board of Directors and senior leadership with the Company's R&D, manufacturing, quality, regulatory, and corporate functions, supporting operational excellence, regulatory compliance, risk oversight, and sustainable value creation.

Governance Structure



Governance Framework

The governance structure is supported by the following principles:



Governance Framework

Shilpa Pharma Lifesciences Limited' governance framework is supported by policies that establish expectations for ethical conduct, integrity, transparency and responsible business practices. The Ethics Policy applies across the Company's operations and covers employees, contractors, suppliers and stakeholders involved in manufacturing and operational activities.

The Ethics Policy covers the following key areas:

01

Ethics & Business Integrity

The Company has established commitments to maintain ethical business practices and promote transparency, accountability and integrity across its operations. The policy addresses key ethical risks and provides guidelines for responsible conduct.

02

Anti-Bribery & Anti-Corruption

The Ethics Policy establishes a zero-tolerance approach to bribery and corruption. It includes commitments relating to ethical business practices, anti-corruption awareness, confidential reporting and assessment of areas vulnerable to corrupt practices.

03

Conflict of Interest

The policy establishes expectations for identifying, disclosing and managing actual, potential or perceived conflicts of interest. It includes provisions relating to conflict disclosures, impartial business decisions and management of conflicts involving employees and business relationships.

04

Fraud Prevention

The Ethics Policy addresses prevention and detection of fraudulent activities through internal controls, awareness, reporting and investigation processes. It also establishes expectations for maintaining accurate business records and following applicable financial controls.

05

Anti-Money Laundering

The policy includes requirements relating to compliance with applicable anti-money laundering regulations, due diligence on business partners, monitoring of transactions and reporting of suspicious activities.

06

Information Security

The Ethics Policy includes provisions for protecting confidential information, personal data and intellectual property against unauthorised access, disclosure, alteration or loss. It also addresses cybersecurity awareness, secure data handling and compliance with applicable data-protection requirements.

07

Fair Competition

The policy addresses anti-competitive practices and promotes compliance with applicable competition laws. It specifically identifies practices such as price-fixing and bid-rigging as prohibited conduct and provides for employee awareness and monitoring mechanisms.

08

Stakeholder Engagement

The Ethics Policy promotes transparent communication and ethical collaboration with stakeholders, including customers, suppliers and business partners. It also provides for stakeholder feedback mechanisms and engagement relating to ethical and sustainability matters.

09

Ethical Reporting & Communication

The policy establishes a reporting and communication framework for ethical concerns. It provides for a confidential incident-reporting mechanism through which employees and stakeholders can report matters including conflicts of interest, corruption, fraud and unethical behaviour. Reported matters are intended to be tracked, documented and reviewed.

10

Ethics Training & Awareness

The Ethics Policy provides for employee awareness and training relating to ethical conduct, including anti-bribery, conflict of interest, fraud prevention, anti-money laundering and other relevant ethical requirements.

11

Policy Governance & Review

The Ethics Policy assigns responsibility for implementation and monitoring to the Ethics Compliance Manager, with oversight involving the Ethics, Governance and Compliance Committee, department heads and employees. The policy also provides for periodic review to assess its effectiveness, progress against objectives, stakeholder feedback and alignment with applicable requirements.

12

Ethics Policy Targets

The Ethics Policy also establishes longer-term objectives and targets, with FY 2022–23 identified as the baseline year. These include targets relating to anti-corruption training, conflict-of-interest disclosures, fraud awareness, AML compliance, stakeholder engagement, Board evaluation, information security and fair-competition training, with several targets set for FY 2030–31. These should be presented as policy targets/commitments, rather than as achieved performance, unless supported by corresponding performance data.

Board Composition

(GRI 2-9)

Shilpa Pharma Lifesciences Limited's available director records identify Mr. Vishnukant C. Bhutada, Mr. Keshav Bhutada, Mr. Ramakant Innani, Mr. Kalakota Reddy Sharath and Dr. Anita Bandyopadhyay as Board members. The FY 2024-25 financial statements identify Mr. Vishnukant C. Bhutada as Managing Director and Mr. Keshav Bhutada as Executive Director and CEO. The Board serves as the Company's principal governance body, providing strategic direction and overseeing business performance, organisational priorities and long-term value creation.

An effective Board composition supports informed decision-making by bringing together relevant leadership experience, expertise and perspectives. For Shilpa Pharma Lifesciences Limited, this oversight is particularly relevant to pharmaceutical manufacturing, product quality, regulatory compliance and responsible business growth. The final disclosure should confirm the Board's composition as at 31 March 2026, including executive and non-executive status, independence, gender representation and tenure, based on verified Company records.

Board Oversight

(GRI 2-12)

The Company's published BRSR identifies the Managing Director as the highest authority responsible for overseeing Business Responsibility policies and sustainability-related decisions. Top management reviews ESG goals, targets, policies and programmes and updates the Board on its deliberations. This governance approach connects sustainability priorities with management decision-making and supports accountability for the Company's environmental, social and business responsibility commitments.

At the operational level, the Health & Safety Committee and Social Performance Team, chaired by the Chief Operating Officer (COO), review ESG performance quarterly. Department and business heads periodically assess policy implementation and effectiveness, helping identify operational concerns and monitor progress on relevant initiatives. Together, these mechanisms support the implementation of sustainability measures across business functions, with particular relevance to workplace safety, environmental management, employee welfare and responsible pharmaceutical operations.



Risk Assessment & Management

(GRI 2-9, GRI 2-12 & GRI 2-13)

Shilpa Pharma Lifesciences Limited is guided by a Board of Directors that provides strategic direction and governance oversight, supporting responsible growth across its pharmaceutical business. The Board oversees key business decisions, corporate governance, regulatory compliance, and long-term business priorities.

The Board brings together executive and non-executive leadership with experience relevant to business management, pharmaceutical operations, finance, and governance. Board-level oversight also extends to areas such as corporate social responsibility, supported through the CSR Committee. The Board's composition and responsibilities are maintained in accordance with applicable regulatory requirements and the Company's governance framework.

Corruption Risk Assessment (GRI 205-1)

Shilpa Pharma considers ethical and compliance risks that may arise through its business activities and stakeholder interactions, including bribery, corruption, conflicts of interest, fraud and misconduct. These risks are considered alongside applicable compliance requirements, with identified concerns addressed through relevant controls and corrective actions. The approach supports the Company's stated commitment to transparency, accountability and ethical practices.

Risk areas considered include:



Information Security Risk Assessment

As an end-to-end CDMO, Shilpa Pharma works with pharmaceutical and biotechnology customers and highlights IP protection and data integrity as important aspects of its customer proposition. Accordingly, information-security risks are relevant to the protection of confidential customer, technical, intellectual-property, regulatory and business information.

Risk areas considered include:

- Confidential customer and project information
- Intellectual property and technical data
- Employee and business information
- Unauthorised access or disclosure
- Data integrity and information-security incidents

Risk Review & Corrective Action (GRI 2-12, GRI 2-13)

Risk management is supported by established operational controls and safety practices. At its manufacturing operations, Shilpa Pharma identifies and analyses process hazards and supports risk reduction through standard operating procedures, incident and near-miss reporting, preventive maintenance and emergency-response arrangements.

Where risks, incidents or control gaps are identified, appropriate mitigation and corrective measures are taken to strengthen controls and support continuous improvement.



Anti-Corruption & Compliance

(GRI 205-1, GRI 205-2 & GRI 205-3)

Shilpa Pharma Lifesciences Limited is committed to conducting its pharmaceutical and CDMO operations with integrity, transparency and accountability. Its approach to responsible business conduct focuses on preventing corruption, managing ethical risks, maintaining compliance, and providing appropriate mechanisms to address concerns.

Training & Awareness on Anti-Corruption (GRI 205-2)

Shilpa Pharma provides employees with appropriate awareness on ethical business conduct, anti-bribery and anti-corruption expectations. Training and communication are intended to help employees recognise potential corruption risks, conflicts of interest and inappropriate business practices and understand their responsibilities under applicable Company requirements. To substantiate this disclosure, retain: training content, attendance records, completion records, training frequency and employee coverage.

Anti-Corruption Performance

Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Complaints reported on Corruption & Bribery	0	0	0	Number
Risky trading partners covered by due diligence on corruption	N/A	N/A	N/A	%
People trained on Anti-Corruption & Bribery	450	457	480	Manhours
Operational sites certified with an anti-corruption management system (ISO 37001)	N/A	N/A	N/A	%

Anti-Corruption Due Diligence on Third Parties (GRI 205-1)

As a global CDMO working with customers, suppliers, service providers and other business partners, Shilpa Pharma considers integrity and compliance when engaging with third parties. Relevant due-diligence processes may include verification of business credentials, ownership and relationship information, compliance requirements, potential conflicts of interest and other identified integrity risks, with appropriate review before or during the business relationship.

Where concerns are identified, the Company can apply appropriate review, escalation, mitigation or corrective measures in accordance with its applicable requirements. To substantiate this disclosure, retain: vendor/third-party due-diligence checklist, screening records, approval records and escalation/corrective-action records.

Concern Reporting & Resolution Mechanism (GRI 2-26)

Shilpa Pharma Lifesciences Limited provides a confidential and accessible mechanism for employees, workers, contractors, vendors and relevant stakeholders to raise concerns relating to bribery, corruption, conflicts of interest, fraud, unethical conduct and information-security issues, including concerns relating to the unauthorised access, disclosure or misuse of information.

Concerns can be raised through the Company's designated reporting channels, including confidential email, helpline/hotline, grievance boxes and designated grievance personnel. The mechanism is designed to protect the confidentiality of individuals raising concerns and the information provided during the reporting and review process.

Shilpa Pharma is committed to non-retaliation, ensuring that individuals who raise concerns in good faith are not subjected to retaliation or adverse treatment as a result of making a report. Reported concerns are reviewed and investigated through appropriate processes, with relevant matters escalated to responsible personnel where required.

Where a concern is substantiated, appropriate corrective, remedial or disciplinary measures are taken based on the nature and severity of the issue. Reported cases and their resolution are appropriately documented and reviewed to support accountability and identify opportunities to strengthen ethical conduct, information-security controls and related practices.

Through this mechanism, Shilpa Pharma provides a common channel for raising concerns across both ethical business conduct and information security, while maintaining the core principles of confidentiality, protection from retaliation and dedicated reporting access.

Ethics & Reporting Performance

Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Number of whistleblower reports received	0	0	0	Number
Percentage of all sites assessed on business ethics issues	100%	100%	100%	%
Departments covered under risk-assessment internal audit	100%	100%	100%	%

Audits of Anti-Corruption Controls (GRI 205-1)

The effectiveness of relevant ethics and compliance controls is subject to appropriate review and monitoring in accordance with the Company's internal governance and control processes. Where anti-corruption controls are specifically tested, the review may cover relevant business activities, compliance requirements, third-party interactions and sensitive transactions.

Anti-Corruption Performance

Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Employees/departments covered by fair-competition awareness or training	100%	100%	100%	%
Reported incidents relating to anti-competitive practices	0	0	0	Number

Specific Approval Procedure for Sensitive Transactions (GRI 205-2)

Shilpa Pharma manages transactions that may create an actual or perceived conflict of interest through applicable approval, disclosure and compliance requirements. Sensitive transactions may include gifts and hospitality, travel, professional engagements, sponsorships, charitable contributions or other benefits involving external stakeholders, where applicable.

The purpose of these controls is to ensure that business decisions remain transparent, appropriately authorised and free from improper influence.

Data Privacy & Information Security (GRI 418-1)

At Shilpa Pharma Lifesciences Limited, protecting confidential information and maintaining data integrity are important to our CDMO relationships and pharmaceutical operations. Our business involves sensitive customer, technical, intellectual-property, regulatory and business information. Accordingly, information security is considered alongside quality, compliance and responsible business practices. Shilpa Pharma specifically identifies IP protection, data integrity and data security as important elements of its customer proposition.

Information Security Training & Awareness

Shilpa Pharma promotes awareness of information-security responsibilities among employees whose roles involve confidential, technical, customer or business information. Training and communication are intended to strengthen understanding of data confidentiality, data integrity, secure information handling and information-security responsibilities.

Information Security Due Diligence on Third Parties

As Shilpa Pharma works with pharmaceutical and biotechnology customers, suppliers, service providers and other business partners, information-security considerations are relevant to third-party relationships. Due diligence may consider the nature of information accessed or exchanged, confidentiality requirements, security expectations and identified information-security risks before or during the relationship.

Reporting Information Security Concerns

Shilpa Pharma maintains mechanisms through which relevant concerns relating to confidential information, data integrity, unauthorised access or other information-security matters can be raised through applicable internal reporting channels.

Audits & Review of Information Security Controls

Information-security controls are subject to appropriate review and monitoring to identify potential weaknesses and strengthen the protection of confidential information. Where control gaps or incidents are identified, appropriate corrective measures are considered.



Information Security Performance

Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Operational sites certified with an information-security management system (ISO 27001)	0%	0%	0%	%
Data breach incidents	0	0	0	Number
Risky trading partners covered by due diligence on information security	100%	100%	100%	%
Data retention compliance	100%	100%	100%	%

Incident Response Plan

Shilpa Pharma's information-security approach includes responding to potential incidents involving unauthorised access, disclosure, loss or compromise of confidential information. An incident-response process should support detection, escalation, containment, investigation, recovery and appropriate communication with affected parties, where required.

Records Retention & Information Management

Information and records are managed in accordance with applicable legal, regulatory, contractual and business requirements. Retention and disposal requirements should ensure that information is retained for the required period and securely disposed of when retention is no longer required.

Protection of Third-Party Data

Shilpa Pharma's CDMO activities require the protection of confidential information shared by customers and business partners. Controls should restrict access to information based on business need and authorised access, while supporting confidentiality, data integrity and protection against unauthorised disclosure. The Company's website specifically highlights IP protection and data integrity as part of its customer proposition.

Stakeholder Consent & Confidential Information

Information provided by customers, partners and other stakeholders is handled in accordance with applicable contractual, regulatory and confidentiality requirements. Where personal or confidential information is collected, used, shared or retained, the applicable requirements governing its purpose, access and handling should be followed.





OUR ENVIRONMENTAL COMMITMENT

- Environmental Compliance & Regulatory Stewardship
- Energy Management and Renewable Energy
- Bottom of FormGreen Chemistry & Sustainable Manufacturing
- Water Stewardship
- Air Emissions Management
- Circular Economy & Waste Management
- Biodiversity & Green Belt Development
- Materials & Chemical Stewardship
- Sustainable Packaging
- Product Quality & Customer Safety



Environmental Compliance & Regulatory Stewardship

(GRI 2-27)

At Shilpa Pharma Lifesciences Limited, environmental compliance is an integral part of responsible pharmaceutical manufacturing and environmental stewardship.

The Company is committed to conducting its operations in accordance with applicable environmental laws, regulatory requirements, permits and authorisations, while continuously strengthening environmental performance across its operations.

Our environmental management approach covers energy and greenhouse-gas emissions, water conservation, waste and chemical management, solvent management, air-emission control, spill prevention, biodiversity protection and control of active pharmaceutical ingredient (API) discharge to the environment.

These areas are supported by defined responsibilities, monitoring practices, employee awareness, management review and continuous improvement.

Environmental Governance & Regulatory Compliance (GRI 2-27)

Environmental responsibility at Shilpa Pharma is supported by clear accountability across management and operational functions.

The Board of Directors provides oversight of the Company's environmental vision, sustainability objectives and related policies, while the Environmental Compliance Manager leads implementation, monitors regulatory compliance and reports environmental performance and progress against objectives.

The ESG Committee oversees environmental practices within manufacturing operations and works with operational teams to strengthen resource efficiency and environmental controls.

Production Heads integrate environmental objectives into manufacturing activities and monitor the use of resources including energy, water and materials. All employees are expected to follow applicable environmental practices, participate in resource-conservation initiatives and report environmental hazards or non-compliance concerns.

Environmental Legal & Regulatory Compliance (GRI 2-27)

Shilpa Pharma maintains focus on compliance with applicable environmental legislation, regulatory requirements and statutory obligations relevant to its manufacturing and operational activities.

Environmental compliance responsibilities include monitoring applicable requirements, maintaining relevant environmental records and ensuring that environmental considerations are incorporated into operational activities. The Company also engages with relevant authorities and stakeholders where required to address environmental impacts and maintain regulatory compliance.

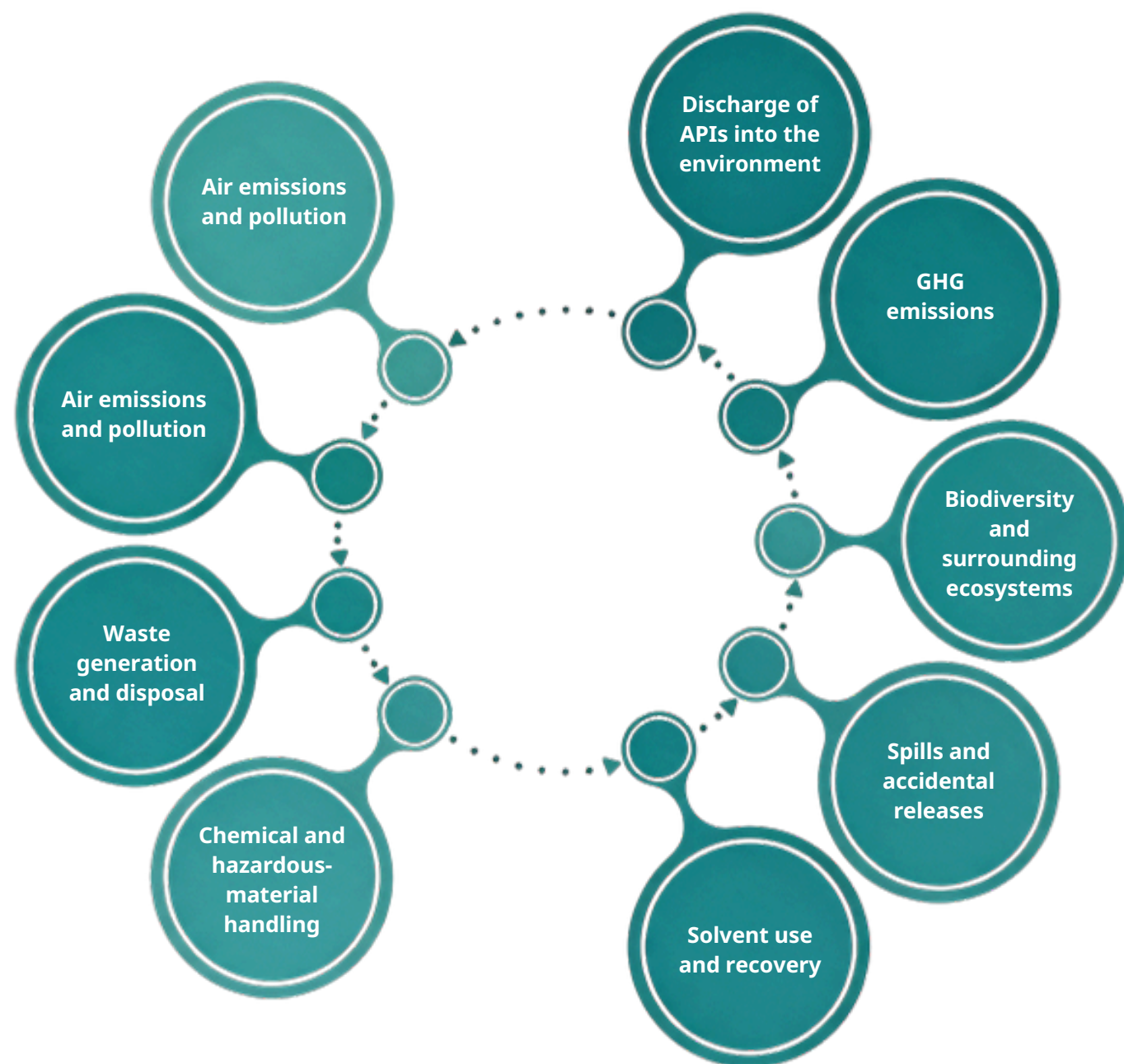
Environmental Permits, Consents & Authorisations (GRI 2-27)

Environmental permits, consents and regulatory authorisations applicable to operations form an important part of the Company's environmental compliance framework. Relevant operations are managed in accordance with applicable regulatory approvals and permit conditions. Environmental compliance activities include maintaining appropriate records and monitoring applicable requirements associated with manufacturing operations.



Environmental Risk & Impact Management (GRI 3-3)

Shilpa Pharma identifies and manages relevant environmental aspects and potential impacts arising from its operations. Environmental risk considerations cover:

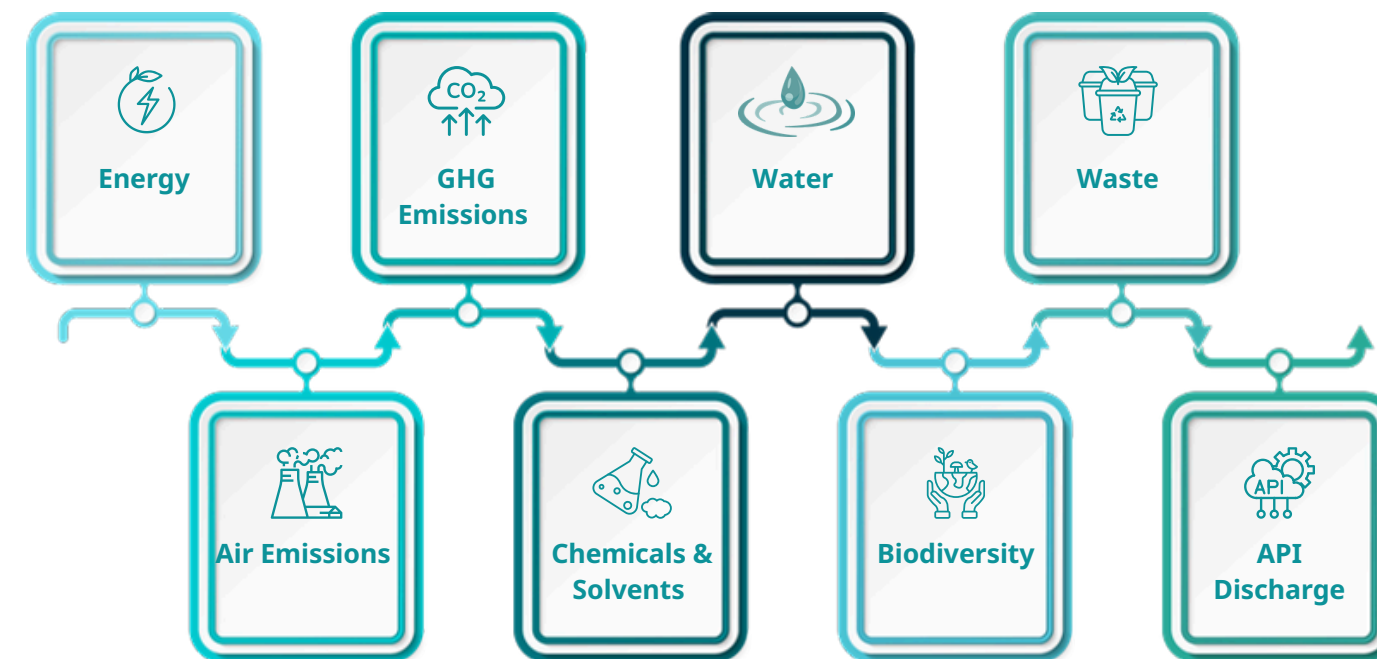


Environmental risks are addressed through operational controls, monitoring, resource-efficiency initiatives and preventive measures. The Company also incorporates environmental considerations into operational planning and facility development, including biodiversity considerations for relevant expansion activities.

Environmental Monitoring & Performance Management (GRI 3-3)

Environmental performance is monitored through relevant operational and environmental indicators. The Environmental Sustainability Policy provides for annual evaluation of environmental indicators, real-time tracking where applicable and monthly performance reviews against established baselines and targets.

Key environmental performance areas include:



Environmental performance information supports management accountability, identification of improvement opportunities and environmental decision-making.

Pollution Prevention & Operational Controls (GRI 3-3)

Pollution prevention is integrated into the Company's environmental management approach. Shilpa Pharma focuses on preventing and reducing environmental impacts arising from manufacturing activities through appropriate operational controls.

Air Pollution Control (GRI 305-7)

The Company focuses on monitoring air quality and controlling emissions from manufacturing activities. Measures include appropriate filtration and emission-control systems, cleaner technologies and monitoring of VOCs and other relevant air pollutants.

Water & Effluent Management (GRI 303-2, 303-3, 303-4)

Water conservation and responsible wastewater management form part of the Company's environmental priorities. Measures include water-saving practices, recycling and treatment systems, water-use assessments and appropriate treatment of water prior to discharge.

Waste & Chemical Management (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Shilpa Pharma promotes responsible handling, storage, use and disposal of chemicals and waste. The Company focuses on waste minimisation, segregation, recycling and responsible disposal, while promoting alternatives with lower environmental impacts where technically appropriate.

Spill Prevention & Response (GRI 306-3)

The Company works to prevent chemical spills and releases through appropriate handling, storage and disposal practices. Regular inspections help identify potential spill risks, while established response practices support prompt containment and clean-up of spills or leaks.

Solvent Management (GRI 305-7 / GRI 306)

Responsible solvent management is an important aspect of environmental performance in pharmaceutical manufacturing. Shilpa Pharma focuses on efficient solvent use, recovery and recycling, while evaluating opportunities to substitute higher-impact solvents with more environmentally preferable alternatives.

Solvent management also includes appropriate storage, handling and disposal practices and compliance with applicable regulatory requirements.

Active Pharmaceutical Ingredient Discharge Management (GRI 303-4)

Shilpa Pharma recognises the importance of controlling the potential environmental impact of pharmaceutical substances released through manufacturing activities.

The Company's Environmental Sustainability Policy commits to minimising the potential impact of Pharmaceuticals in the Environment and supports responsible manufacturing practices consistent with relevant industry initiatives, including the PSCI and AMR Industry Alliance.

The Company monitors the Predicted Environmental Concentration (PEC) of APIs in relevant effluents in relation to the Predicted No-Effect Concentration (PNEC) of the APIs produced. This approach supports assessment and control of potential environmental impacts associated with API discharge.

Biodiversity & Ecosystem Protection (GRI 304-1, 304-2, 304-3, 304-4)

Environmental stewardship extends to the protection of ecosystems surrounding operational facilities. Shilpa Pharma's approach includes consideration of biodiversity in environmental planning, operational activities and facility expansion.

The Company focuses on minimising potential impacts on surrounding flora, fauna and habitats, preventing contamination of land and water and supporting conservation through measures such as greenbelt development, native plantation and habitat enhancement.

Periodic assessments help identify potential impacts on surrounding ecosystems and support appropriate mitigation measures.

Environmental Audits, Inspections & Compliance Reviews (GRI 2-27 / GRI 3-3)

Environmental performance and compliance are supported through monitoring, inspections and reviews of relevant environmental controls.

These activities help identify potential environmental risks, compliance gaps and opportunities for improvement. Findings from environmental monitoring and reviews provide inputs for corrective actions and management discussions.

Where regulatory inspections or compliance reviews identify areas requiring attention, the Company addresses the identified matters through appropriate corrective measures.

Environmental Incidents & Non-Compliance (GRI 2-27)

Shilpa Pharma maintains an approach for identifying, reporting and managing environmental incidents such as chemical spills, releases and other environmental events. Environmental incidents are reviewed to understand their causes and potential impacts. Relevant incident information is consolidated for management review, with preventive and corrective actions established where required.

Significant environmental violations, regulatory notices, fines or penalties are addressed and disclosed based on their relevance and applicable reporting requirements.

Corrective & Preventive Action (GRI 3-3)

Identified environmental issues are addressed through appropriate corrective and preventive measures.



This process supports timely resolution of environmental issues and helps prevent recurrence.

Environmental responsibility is supported through employee awareness and training programmes.

Employees receive relevant information on environmental practices, energy conservation, water conservation, waste management, chemical handling, spill prevention and emergency response, according to their roles and responsibilities.

The Company also promotes employee participation in environmental initiatives and encourages employees to identify and report environmental hazards or concerns.

Environmental service and advocacy initiatives further support awareness and engagement around environmental sustainability.

Environmental Management Systems & Certification (GRI 3-3)

Shilpa Pharma strengthens environmental management through structured environmental-management practices and relevant certifications across its operations. Environmental management systems and certifications provide a framework for systematic management, monitoring and continual improvement of environmental and energy performance.

Environmental Performance Reporting & Management Review (GRI 3-3)

Environmental performance is periodically reviewed against established baselines, objectives and targets. The Environmental Sustainability Policy establishes FY 2022–23 as the baseline year for its environmental commitments and targets.

Environmental performance is communicated through management updates, KPI reviews and environmental incident reporting.

The framework includes quarterly management updates, KPI monitoring and corrective-action tracking to strengthen accountability and continuous improvement.

Environmental Objectives & Targets (GRI 3-3)

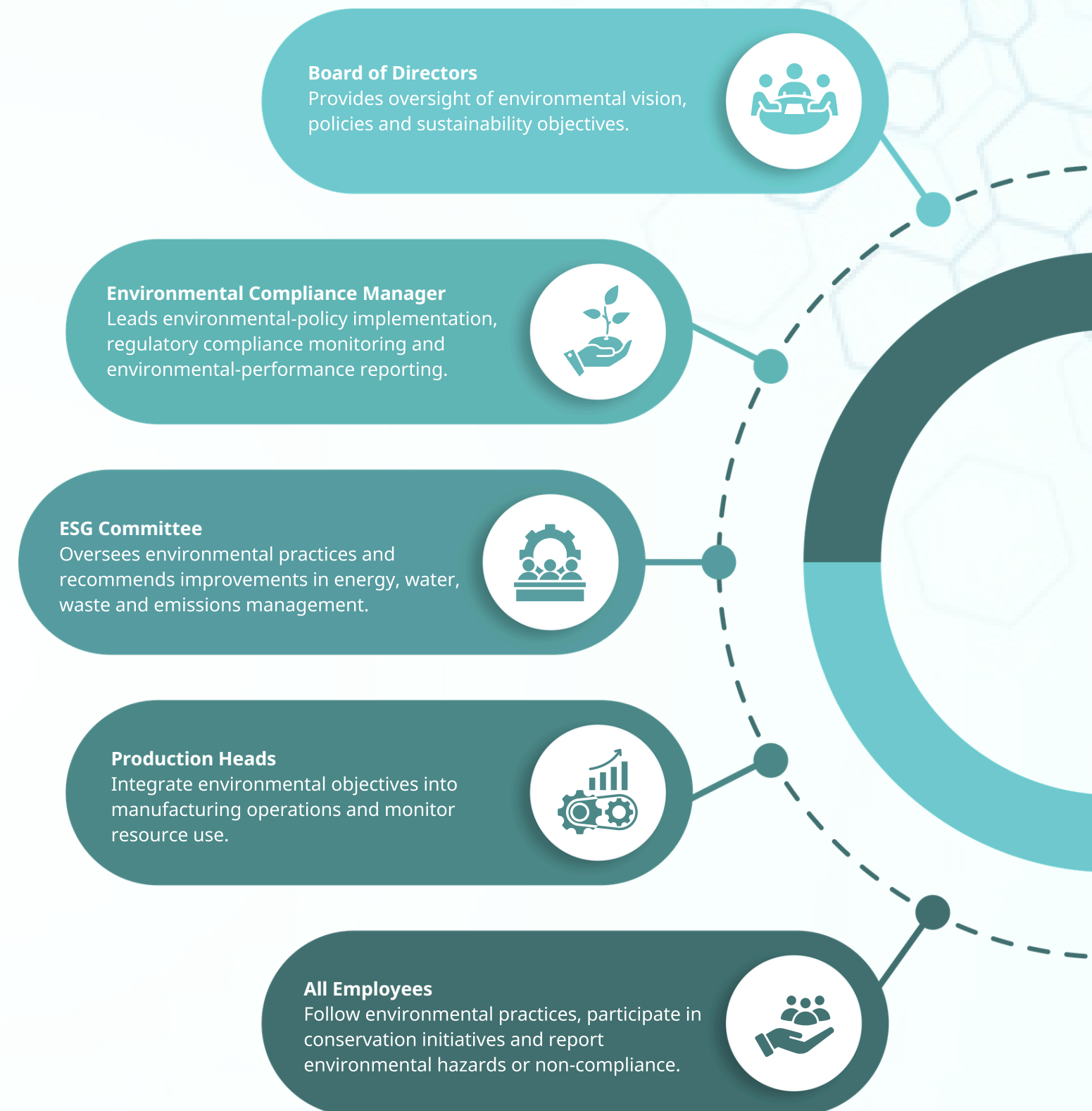
Shilpa Pharma has established longer-term environmental objectives covering key areas of environmental performance.

These include targets relating to energy consumption, GHG emissions, spills, water management, biodiversity, air pollution, chemicals and waste, solvents and API discharge.

- 1 **Energy consumption**
10% reduction in energy consumption per unit of production by FY 2030–31
- 2 **Renewable energy**
Increase renewable-energy use from 88% to 95% by FY 2030–31
- 3 **GHG emissions**
12% reduction in GHG emissions per unit of production by FY 2030–31
- 4 **Water consumption**
7% reduction in water consumption per unit of production by FY 2030–31
- 5 **Waste**
15% reduction in waste sent to landfills by FY 2030–31
- 6 **VOC emissions**
10% reduction in VOC emissions by FY 2030–31
- 7 **Solvent usage**
10% reduction in solvent usage by FY 2030–31
- 8 **Biodiversity**
Biodiversity assessments at 100% of operational sites by FY 2030–31
- 9 **API discharge**
Periodic PEC monitoring for 100% of APIs produced by FY 2030–31

These objectives provide a framework for progressively strengthening environmental performance and integrating environmental considerations into operational decision-making.

Environmental Governance & Accountability (GRI 2-9, 2-12, 2-13)



Environmental Performance Indicators

Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Operational sites covered by environmental compliance framework	100	100	100	%
Operational sites covered by environmental compliance framework	100	100	100	%
Environmental incidents reported	0	0	0	Number
Significant environmental violations	0	0	0	Number
Environmental fines / penalties	0	0	0	Number
Corrective actions initiated	0	0	0	Number
Corrective actions closed	0	0	0	Number
Employees receiving environmental training	100	100	100	%
Environmental training hours	450	457	480	Number
Environmental service and advocacy events organized	2	2	3	Number
Customers participating in environmental service and advocacy-related training programmes	30%	45%	48%	%
Operational sites with environmental certification	100%	100%	100%	%

The additional customer-participation and certification indicators should be populated from verified Company records. The Environmental Sustainability Policy supports employee environmental training, stakeholder engagement and environmental-management practices, but does not itself provide historical figures for customer participation or the percentage of certified operational sites.

Environmental Compliance & Continuous Improvement

Shilpa Pharma's environmental compliance approach is built around regulatory compliance, environmental risk management, monitoring, pollution prevention, accountability, corrective action and continuous improvement. Environmental performance, regulatory developments, stakeholder feedback and progress against established objectives are reviewed periodically to strengthen environmental controls and management practices.

The Environmental Sustainability Policy is subject to periodic review under the oversight of the Environmental Compliance Manager. The policy records revisions relating to accountability, environmental aspects, regulatory developments and new environmental commitments and targets, with the next scheduled review identified as 1 October 2027.

Environmental Compliance Management Flow



Climate Action & Decarbonization (GRI 302, 305)

At Shilpa Pharma Lifesciences Limited, climate action is considered as part of our approach to responsible and resilient pharmaceutical manufacturing. As our operations and global CDMO activities evolve, we seek to strengthen the measurement of greenhouse-gas emissions, identify opportunities to reduce our carbon footprint and progressively integrate climate considerations into business and operational decision-making. The Company's sustainability approach includes GHG monitoring, green chemistry, process optimisation and sustainable manufacturing, supporting its broader climate objectives.

GHG Emissions Measurement & Carbon Accounting (GRI: 305-1, 305-2, 305-3)

A reliable emissions inventory provides the foundation for understanding and managing our carbon footprint. Shilpa Pharma's GHG accounting approach is intended to establish appropriate organisational and operational boundaries, identify relevant emission sources, collect activity data and apply recognised emission factors to quantify emissions in tonnes of CO₂ equivalent (tCO₂e).

The inventory is structured around Scope 1, Scope 2 and relevant Scope 3 emissions, with the methodology, boundaries, emission factors, Global Warming Potentials, data sources and calculation approach documented for consistency and comparability.

GHG Methodology (GRI 305-1, GRI 305-2, GRI 305-3)

Shilpa Pharma Lifesciences Limited applies a structured approach to measuring and reporting greenhouse-gas (GHG) emissions across its relevant operations. The Company's GHG accounting approach is designed to support consistent measurement of its carbon footprint and to identify opportunities for reducing emissions associated with its pharmaceutical manufacturing and related activities.

The GHG inventory is organised around Scope 1, Scope 2 and relevant Scope 3 emissions, in line with the principles of the GHG Protocol Corporate Accounting and Reporting Standard. The reporting boundary covers relevant operations and activities within the Company's defined organisational and operational boundary.

Monitoring System (GRI 305-1, GRI 305-2, GRI 305-3)

At Shilpa Pharma Lifesciences Limited, environmental and climate performance is supported through monitoring of relevant operational activities and environmental parameters. The Company's sustainability approach focuses on reducing emissions, improving operational efficiency, adopting sustainable manufacturing practices and strengthening environmental performance.

GHG emissions are assessed using relevant activity-based data and appropriate emission factors to quantify emissions in tonnes of CO₂ equivalent (tCO₂e). The Company's GHG accounting approach considers applicable Scope 1, Scope 2 and relevant Scope 3 emissions, with the reporting boundary and calculation methodology defined according to the Company's GHG inventory approach.

Environmental and operational data provide a basis for monitoring emissions performance and identifying opportunities for improvement. Shilpa Pharma's sustainability initiatives include green chemistry, advanced process technologies and sustainable manufacturing practices, which support the Company's efforts to reduce environmental impacts and its carbon footprint.

The Company also identifies renewable-energy initiatives, including wind power and biomass-fired steam generation, as part of its environmental stewardship approach. The Company's website reports approximately 88.3% of energy needs derived from renewable sources, a 16 MW combined wind capacity, and annual energy savings of 20,435 GJ. These energy-related measures are reported separately under Energy Management but also contribute to the broader climate and emissions strategy.

Where carbon or GHG assessments are undertaken, their findings can support the identification of significant emission sources and opportunities for further reduction. The results can subsequently inform process improvements, technology adoption, sustainable manufacturing practices and climate-related action planning.

Scope 1 – Direct GHG Emissions (GRI: 305-1)

Scope 1 emissions represent direct emissions from sources owned or controlled by Shilpa Pharma. Relevant sources for pharmaceutical manufacturing may include fuel combustion in boilers, thermic-fluid systems, DG sets and other fuel-consuming equipment, together with refrigerant leakage and process emissions where applicable.

Scope 1 Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Total Scope 1 emissions (tCO ₂ e)	2,655.68	2,446.77	4,246.14
Fuel combustion emissions	1,732.29	2,147.55	2,947.14
Refrigerant emissions, where applicable	923.39	299.70	1,298.99

Scope 2 – Indirect GHG Emissions (GRI: 305-2)

Scope 2 emissions represent indirect GHG emissions associated with the generation of purchased electricity and other purchased energy consumed within the Company's reporting boundary. Scope 2 emissions are reported separately from the Company's Energy Management section to focus specifically on their climate and carbon impact.

Scope 2 Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Total Scope 2 emissions (tCO ₂ e)	2,324.72	9,277.92	7,992.32
Purchased electricity emissions	2,324.72	9,277.92	7,992.32
Other purchased energy emissions, where applicable	0	0	0

Scope 3 – Value-Chain GHG Emissions (GRI: 305-3)

As a global CDMO with pharmaceutical manufacturing and supply-chain activities, Shilpa Pharma's value-chain emissions may arise from relevant categories such as purchased goods and services, transportation, waste generated from operations, business travel and employee commuting. Scope 3 categories should be reported progressively based on materiality, data availability and the maturity of the Company's GHG accounting process.

Scope 3 Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Purchased goods & services	342.14	282.42	318.12
Upstream transportation & distribution	961.27	862.59	999.70
Waste generated in operations	52.70	55.87	76.91

Scope 3 Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Business travel	10.25	12.31	63.72
Employee commuting	534.17	486.49	540.95
Other material categories	416.85	363.79	87
Total Scope 3	961.27	862.59	1,479.58

GHG Emissions Intensity (GRI: 305-4)

Absolute emissions are complemented by intensity indicators to understand carbon performance in relation to business activity. Depending on data availability and relevance, Shilpa Pharma may monitor emissions intensity against revenue, production output or another appropriate organisational denominator.

GHG Intensity Indicator	FY 2023–24	FY 2024–25	FY 2025–26
GHG emissions per ₹ crore revenue	6.019	13.89	12.49
GHG emissions per tonne of production, where applicable	16.86	38.48	95.41
Scope 1 & 2 emissions intensity	6.019	13.89	12.49

Carbon / GHG Audit (GRI: 305-1, 305-2)

A Carbon / GHG Audit is a structured assessment of the greenhouse-gas emissions profile of relevant Company activities and facilities. Unlike routine GHG inventory preparation, an audit provides an additional opportunity to review the completeness and reliability of emissions data, verify emission sources and identify potential areas for reducing GHG emissions.

For Shilpa Pharma, a carbon/GHG audit may consider relevant activities across manufacturing facilities, offices, utilities and transportation, depending on the defined audit scope.

Climate Risk, Resilience & Opportunities (GRI: 201-2)

Climate change can create physical and transition-related risks for pharmaceutical manufacturing and supply chains. Shilpa Pharma can strengthen its climate approach by assessing relevant risks relating to extreme weather, water availability, infrastructure, supply continuity, regulatory changes and the transition towards lower-carbon operations.

Where material risks are identified, appropriate mitigation and resilience measures should be integrated into operational and business planning.

Decarbonization & GHG Reduction

Shilpa Pharma's decarbonization approach focuses on reducing GHG emissions through green chemistry, process optimisation and sustainable manufacturing practices. These approaches can improve process efficiency, reduce resource requirements and support lower-carbon pharmaceutical manufacturing.

Climate Action & GHG Awareness (GRI: 305-5)

Shilpa Pharma Lifesciences Limited promotes awareness of climate-related issues and greenhouse-gas (GHG) reduction among employees, supporting understanding of emissions reduction, resource efficiency, process optimisation, renewable-energy integration and responsible operating practices. This awareness strengthens employee participation in climate action and supports the integration of GHG considerations into operational practices and decision-making.

Green Chemistry & Process Optimisation (GRI: 305-5)

Green chemistry and process optimisation are incorporated into pharmaceutical development and manufacturing activities to support more efficient processes, reduced resource use and improved environmental performance.

Lower-Carbon Process & Technology Options (GRI: 305-5)

Where technically and commercially feasible, the Company may evaluate lower-carbon technologies, process alternatives and cleaner production options as part of its decarbonization pathway.

Climate Targets & Reduction Pathway (GRI: 305-5)

Shilpa Pharma's sustainability framework references longer-term climate commitments, including alignment with the Science Based Targets initiative (SBTi). The ASR should distinguish between a commitment/alignment and an approved, quantified target, and disclose a target as established only when formally defined and supported by evidence.

Carbon Management & Emissions Compensation (GRI: 305-5)

Carbon offsets should not be presented as part of Shilpa Pharma's decarbonization performance unless the Company has actually purchased and retired verified carbon credits.

Where such credits are used, the ASR should disclose the quantity of credits retired, applicable standard/programme, project type, vintage and purpose, supported by retirement documentation.

Climate Performance & Continuous Improvement

Shilpa Pharma seeks to progressively strengthen its GHG-management approach by improving emissions data quality, expanding relevant Scope 3 assessment, evaluating reduction opportunities and reviewing climate-related risks.

Energy Management and Renewable Energy

(GRI : GRI 302-1, 302-3, 302-4)

Shilpa Pharma Lifesciences Limited continues to strengthen its energy management approach through energy conservation, renewable-energy integration, process optimisation and the adoption of innovative technologies. The Company focuses on improving energy efficiency across its operations by optimising processes, promoting responsible energy use and identifying opportunities to reduce energy consumption. Renewable energy forms an important component of this approach, supporting the transition towards a more efficient and lower-carbon energy profile. Through continuous monitoring, operational improvements and employee awareness, the Company seeks to enhance energy performance while supporting responsible and sustainable pharmaceutical manufacturing.

Energy Efficiency & Conservation (GRI 302-4)

Shilpa Pharma continuously seeks opportunities to improve energy performance across manufacturing and supporting operations. Energy-saving opportunities are identified through monitoring of consumption patterns, operational performance and relevant assessments, enabling the Company to prioritise areas where efficiency improvements can deliver meaningful benefits.

Our energy-efficiency approach focuses on process optimisation, utility optimisation, equipment performance and improved operating practices, while maintaining the quality, safety and reliability requirements of pharmaceutical manufacturing.

Energy Assessments & Identification of Improvement Opportunities

Energy assessments provide an opportunity to understand significant energy-consuming activities, identify potential losses and determine opportunities for improving energy performance. The findings from relevant assessments can support decisions relating to process improvements, equipment optimisation, technology upgrades and energy-conservation measures. Energy assessments cover relevant facilities and energy-consuming activities, helping identify significant energy-use areas, efficiency opportunities and potential energy savings.

Technology & Equipment Optimisation

Technology and equipment optimisation form part of Shilpa Pharma's approach to improving energy performance. Improvements may include the adoption of more efficient equipment, optimisation of operating parameters and process improvements that reduce energy requirements while maintaining pharmaceutical manufacturing standards.

Renewable Energy (GRI 302-1)

Shilpa Pharma's sustainability approach includes increasing the contribution of renewable energy to its overall energy profile. The Company's publicly disclosed sustainability information highlights renewable-energy initiatives, including wind power and biomass-based steam generation. The Company reports that approximately 88.3% of its energy requirements are derived from renewable sources, including a 16 MW combined wind-power capacity. These figures should be updated annually using the Company's latest verified data.

Energy Consumption Reduction (GRI 302-4)

Energy consumption reduction is supported through process optimisation, utility optimisation, equipment performance improvements and operational conservation measures. Where energy-saving projects are implemented, their effectiveness can be evaluated through measurable reductions in energy consumption or improvements in energy intensity.

Energy Intensity (GRI 302-3)

Energy intensity provides a measure of the amount of energy used relative to an appropriate business or operational denominator. Shilpa Pharma monitors energy intensity to understand changes in energy performance over time.

The selected denominator should remain consistent across reporting periods to support meaningful year-on-year comparison.

118,551.55 GJ	3.564 GJ/₹crore revenue
Total energy consumption	Energy consumption intensity
16.86GJ/tonne of production	%
Total energy consumption	Energy consumption intensity

Energy Monitoring & Performance Management

Energy monitoring enables Shilpa Pharma to track consumption, identify significant energy-use areas and evaluate the effectiveness of energy-management initiatives.

The Company's approach follows a continuous improvement cycle:



Energy Performance

Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Electricity consumption	28,35,025	1,13,14,541	97,46,731	MWh/GJ
Renewable-energy consumption	2,60,33,000	2,65,34,217	23150484	GJ/MWh
Renewable-energy share	90.2%	70.1%	70.3%	%
Energy intensity	34.267	133.99	98.98	GJ / selected denominator

Energy Management & Continuous Improvement

Shilpa Pharma's energy-management approach is centred on measuring consumption, improving efficiency, increasing renewable-energy contribution and monitoring performance. The Company will continue to strengthen energy data, identify opportunities for efficiency improvements and evaluate appropriate technologies and operational measures that can contribute to improved energy performance.

Bottom of Form
 Green Chemistry & Sustainable Manufacturing

Shilpa Pharma Lifesciences Limited incorporates green chemistry and process optimisation within its approach to pharmaceutical manufacturing. The Company identifies green chemistry, advanced process technologies and sustainable manufacturing among its sustainability initiatives. These practices are intended to support improved process efficiency and minimise environmental impacts associated with manufacturing activities.

Green Chemistry

Shilpa Pharma's sustainability approach includes the use of green chemistry practices in its pharmaceutical operations. The Company's sustainability information indicates that these practices contribute to minimising waste generation and improving operational efficiency.

Sustainable Manufacturing

As a pharmaceutical CDMO, Shilpa Pharma undertakes activities across R&D, process development, scale-up and manufacturing. Its sustainability approach includes the use of advanced process technologies and sustainable manufacturing practices.

The Company's sustainable manufacturing approach can be presented around:

- **Process optimisation to improve operational performance.**
- **Advanced process technologies supporting manufacturing activities.**
- **Waste minimisation through process improvements.**
- **Resource efficiency, where measurable.**
- **Continuous improvement of manufacturing processes.**

Water Stewardship

(GRI 303)

Water Conservation & Consumption (GRI 303-1, GRI 303-3, GRI 303-5)

Water is an important resource for Shilpa Pharma Lifesciences Limited' manufacturing operations. The Company follows a "Restrict, Recycle and Reuse" approach to water management, with a focus on responsible water use and reducing raw-water requirements. Shilpa Pharma reports a 9% reduction in raw-water consumption compared with the previous year.

Water conservation efforts focus on monitoring consumption, identifying areas of significant water use and implementing measures that support efficient use of water across operations.

Where formal water audits are undertaken, these can support the identification of water-intensive processes, consumption patterns, efficiency opportunities and measures for further reduction. The Company's water-management records can be used to track water use and identify opportunities for improvement.

Water-efficient technologies, including closed-loop or hybrid cooling systems, may also contribute to reducing water consumption where implemented. Such systems should be disclosed based on the Company's applicable operational records.

Water Recycling, Reuse & Effluent Management (GRI 303-2, GRI 303-4, GRI 303-5)

Water recycling and reuse are key elements of Shilpa Pharma's approach to water stewardship. The Company reports approximately 65,376 KL of water recycled annually, supporting its objective of reducing raw-water requirements.

The Company's environmental information also identifies zero-liquid-discharge operations and effluent treatment as part of its sustainability practices. Effluents are segregated based on high and low COD/TDS characteristics to support appropriate treatment.

The approach includes:

- **Recycling and reuse of water**
- **Recovery of water for applicable operational uses**
- **Effluent segregation**
- **Effluent treatment**
- **Zero Liquid Discharge operations**
- **Monitoring of wastewater quality**
- **Compliance with applicable requirements**

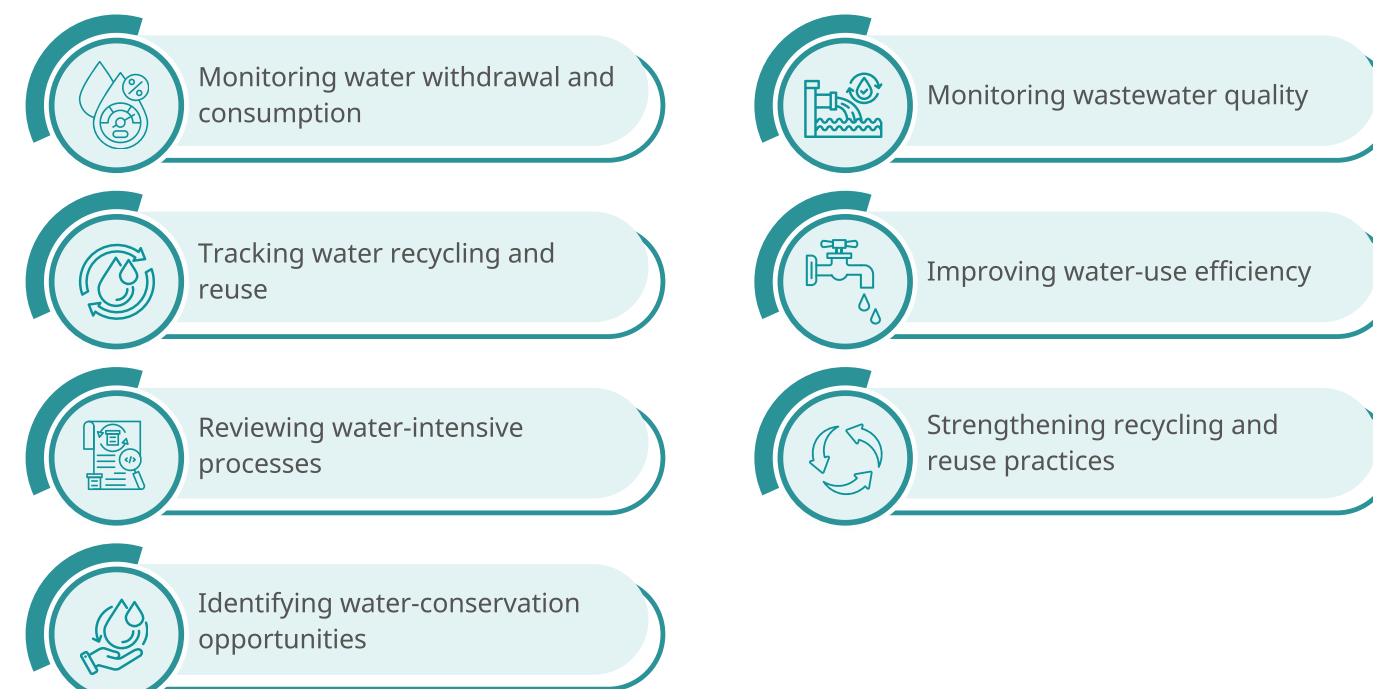
Wastewater-quality monitoring should include applicable parameters such as COD and TDS, along with other parameters required under applicable regulatory or operational requirements. Records of sampling, testing and treatment performance provide supporting evidence for this aspect of water management.

Water Performance & Continuous Improvement (GRI 303-3, 303-4, 303-5)

Shilpa Pharma Lifesciences Limited monitors its water-related performance through indicators covering total water consumption, water recycling and reuse, water treatment, and water-use intensity. The reported data show that total water consumption increased from 100,220 KL in FY 2023-24 to 145,395 KL in FY 2025-26. Water recycled or reused was 58,072 KL in FY 2023-24, 48,711 KL in FY 2024-25, and 62,755 KL in FY 2025-26.

Performance monitoring enables the Company to track changes in water use, evaluate the effectiveness of conservation and recycling initiatives, and identify opportunities for improvement. Continued efforts to strengthen water stewardship may include improving water-use efficiency, increasing opportunities for water reuse, and monitoring wastewater-treatment performance.

The Company can continue to strengthen its water stewardship through:



Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Total water consumption	1,00,220	1,25,767	1,45,395	KL
Water recycled/reused	58,072	48711	62755	KL
Total Water Treated	72.6%	62.5	43.16	%
Water intensity	1.21	1.49	1.48	KL / selected denominator

Air Emissions Management

(GRI 305-7)

Shilpa Pharma Lifesciences Limited recognises responsible air-emission management as part of its environmental stewardship approach. The Company focuses on managing emissions associated with its manufacturing operations through emission prevention, process controls, waste-air treatment and environmental monitoring. Its sustainability disclosures specifically identify Waste Air Treatment as an environmental initiative, alongside advanced process technologies, green chemistry and eco-friendly manufacturing practices.

Emission Sources and Prevention (GRI 305-7)

The Company seeks to manage relevant air emissions at their source by applying appropriate process controls, operating practices and equipment-management measures. Process optimisation and efficient manufacturing practices can help minimise the generation of local air pollutants.

For applicable operations, particulate matter and dust emissions are managed through suitable collection, filtration or other control measures, based on the characteristics of the emission source and applicable environmental requirements.

Waste-Air Treatment (GRI 305-7)

Waste-air treatment forms part of Shilpa Pharma's environmental initiatives. Appropriate treatment and control measures are applied to relevant waste-air streams generated from operations.

The treatment approach may include suitable technologies for controlling particulate or gaseous pollutants, depending on the characteristics of individual emission sources. Specific equipment, treatment efficiencies and pollutant-removal performance should be reported based on verified site-level records.

Air Emission Monitoring (GRI 305-7)

Air-emission monitoring supports the assessment of environmental performance and the effectiveness of emission-control measures. Depending on the applicable operations and regulatory requirements, monitoring may cover:

- Particulate Matter (PM)
- Sulphur Oxides (SOx/SO₂)
- Nitrogen Oxides (NOx)
- Volatile Organic Compounds (VOCs)
- Heavy metals, where applicable
- Other significant air pollutants identified through applicable requirements

Monitoring may include stack emissions and ambient/perimeter air quality, where required by applicable permits or regulations.

Air Quality Monitoring – Three-Year Performance

Parameter	FY 2023–24	FY 2024–25	FY 2025–26	Unit
SOx	22.70	8.23	16.2	µg/m ³
NOx	19.28	14.28	20.3	µg/m ³
PM10	73.6	65.8	71.5	µg/m ³
PM2.5	24.4	28.9	30.1	µg/m ³

Regulatory Compliance (GRI 305-7)

Monitoring results are reviewed against applicable environmental requirements and permitted emission limits. Environmental records, monitoring reports and compliance assessments support the identification of deviations and the implementation of corrective measures, where required.

The Company maintains its focus on environmental compliance as part of its broader commitment to responsible manufacturing and ISO-certified management systems.

Performance Review and Corrective Action (GRI 305-7)

Air-emission performance is reviewed using available monitoring and environmental assessment results. Where deviations or opportunities for improvement are identified, appropriate corrective or preventive measures can be considered.

Depending on the emission source, relevant control measures may include filtration, scrubbing, adsorption, containment, equipment optimisation or other suitable emission-control systems. The specific controls used should be reported based on verified operational records.

Continuous Improvement (GRI 305-7)

Shilpa Pharma continues to identify opportunities to strengthen its emission prevention, waste-air treatment and monitoring practices. Performance information and environmental assessments provide a basis for reviewing existing controls and identifying further opportunities to improve local air-quality management.



Circular Economy & Waste Management

(GRI 306)

Shilpa Pharma Lifesciences Limited approaches waste management with an emphasis on waste prevention, reduction, segregation, reuse, recycling, resource recovery and responsible disposal. The Company's sustainability approach is aligned with the principle of "Restrict, Recycle and Reuse", supporting more efficient use of materials and responsible management of waste generated through its operations.

Waste Prevention & Reduction (GRI 306-1, GRI 306-2)

Waste management begins with preventing waste at the point of generation. Shilpa Pharma focuses on process optimisation, material efficiency and responsible manufacturing practices to reduce avoidable waste generated during operations.

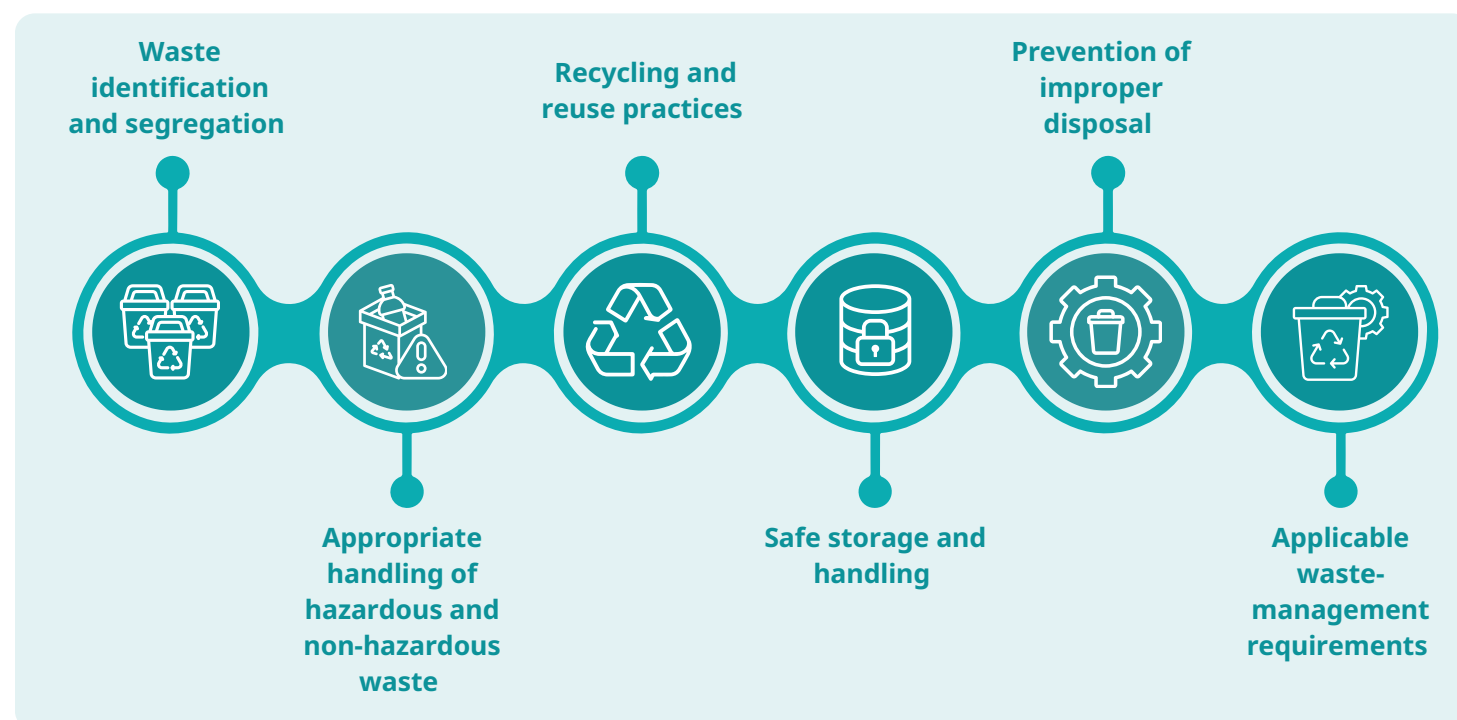
The Company can identify significant waste-generating activities and evaluate opportunities to reduce material losses, improve process efficiency and minimise waste generation.

Where technically and operationally feasible, materials may be reused, recovered or repurposed to reduce the need for disposal and improve resource efficiency.

Waste Segregation & Employee Awareness (GRI 306-2)

Effective segregation is an important part of responsible waste management. Waste generated from operations is segregated according to its characteristics and applicable requirements to support appropriate reuse, recycling, treatment or disposal.

Employee awareness and training support correct waste handling and segregation practices. Training can cover:



Training records, attendance records and awareness materials can provide evidence of employee engagement in responsible waste management.

Reuse & Recycling (GRI 306-2, GRI 306-4)

Shilpa Pharma seeks to maximise opportunities for reuse and recycling of materials and operational waste, where technically feasible and consistent with quality, safety and regulatory requirements.

Waste streams are separated to enable appropriate recovery or recycling. Recyclable materials may be directed through suitable recycling channels, while materials that cannot be reused or recycled are managed through appropriate treatment or disposal routes.

The Company's "Restrict, Recycle and Reuse" approach provides a basis for reducing the quantity of waste requiring final disposal.

Waste Stream Mapping & Resource Recovery (GRI 306-2, 306-4)

Understanding the movement of waste from generation to its final destination supports effective waste-management planning. Waste-stream mapping can be used to document the flow of significant waste streams from the point of generation through segregation, internal handling, recycling, recovery, treatment and final disposal.

This enables the Company to:



Where implemented, waste-stream maps and waste-flow records can serve as supporting evidence for resource-recovery initiatives.

Hazardous Waste Management & Responsible Disposal (GRI 306-2, GRI 306-5)

Given the nature of pharmaceutical manufacturing, responsible management of hazardous waste is an important aspect of environmental stewardship. Hazardous waste is identified, segregated, stored and handled according to applicable requirements and directed to appropriate authorised treatment, recovery or disposal channels.

To strengthen traceability, records can be maintained for the movement of hazardous waste from the point of generation through its final treatment, recovery or disposal. This may include authorised vendor details, manifests, transport records, treatment certificates and final disposal documentation, as applicable. These controls help provide assurance that hazardous waste reaches its intended authorised treatment or disposal facility and is not improperly handled.

Waste Performance Monitoring (GRI 306-3, GRI 306-4, GRI 306-5)

Waste performance is monitored through quantitative indicators to understand waste-generation trends and evaluate the effectiveness of reduction, recycling and recovery initiatives.

Waste Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Total Waste Generated	4918.57	5206.05	5349.2	Metric Tonnes
Total Hazardous Waste Generated	2,323.87	2,509.80	2354.8	Metric Tonnes
Total Non-Hazardous Waste Generated	2507.25	2605.66	2928.4	Metric Tonnes
Total Waste Recovered	1392.15	1447.45	1328.7	Metric Tonnes
Total Waste Diverted from Landfill	19.3 %	20.7 %	19.1 %	%

Continuous Improvement (GRI 306-2)

Waste-management performance, employee awareness, waste-stream mapping and disposal records provide a basis for identifying opportunities to further improve resource efficiency.

Shilpa Pharma can continue to strengthen its approach by focusing on preventing waste at source, increasing reuse and recycling, improving resource recovery, strengthening hazardous-waste traceability and reducing waste directed to final disposal.



Biodiversity & Green Belt Development (GRI 101)

Shilpa Pharma Lifesciences Limited recognises the importance of maintaining ecological balance around its manufacturing operations and incorporates green-belt development into its environmental stewardship practices. The Company's sustainability approach includes maintaining green areas within its site to support local flora and fauna, ecological balance and a sustainable operating environment.

Green Belt Development (GRI 304-3)

Green-belt development is an important component of Shilpa Pharma's approach to environmental conservation. The Company has developed a green belt covering approximately 33% of its total site area, creating vegetated areas within and around the manufacturing site. According to the Company's sustainability disclosure, this green belt contributes to biodiversity conservation and ecological balance while also supporting a sustainable and aesthetically managed site environment.

The green-belt approach supports:

- Maintaining vegetated areas within the site
- Supporting local flora and fauna
- Enhancing ecological balance
- Improving the site's green cover
- Integrating environmental considerations into site management

Biodiversity Conservation (GRI 101-2)

The Company's green-belt programme provides a basis for supporting local flora and fauna and maintaining ecological balance around its manufacturing site. This approach complements Shilpa Pharma's wider environmental initiatives, which include sustainable manufacturing, waste and emissions management, water recycling, renewable energy and green technologies.

Where site-level biodiversity assessments are undertaken, the Company can further monitor:

- 1

Vegetation and green-cover changes
- 2

Tree and plant species maintained
- 3

Biodiversity within the site
- 4

Potential impacts of operations on surrounding ecology
- 5

Opportunities for additional green-belt development

Biodiversity Performance – Three-Year Data

Biodiversity Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Number of Native Species Supported	13	15	15	Number
Number of Awareness Session Conducted on Biodiversity Conservation	8	8	8	Number

Responsible Site Management (GRI 101-4)

Biodiversity considerations can be incorporated into the Company's ongoing environmental management by maintaining green areas and ensuring that site development and operations are managed in accordance with applicable environmental requirements.

Shilpa Pharma's broader environmental-management framework includes ISO 14001:2015 environmental management certification, supporting a structured approach to environmental management.

Monitoring & Continuous Improvement (GRI 101-2)

The Company can use green-belt coverage and site-level environmental information to review the effectiveness of its green-area management and identify opportunities for further improvement.



Materials & Chemical Stewardship
 (GRI 301-1, GRI 301-2)

For Shilpa Pharma Lifesciences Limited, responsible management of materials and chemicals begins with the way pharmaceutical processes are designed and operated. As a CDMO working across small molecules, peptides, HPAPIs, ADC linkers, polymers and specialty chemicals, the efficient and safe use of process inputs is closely connected with manufacturing quality, employee safety and environmental performance. Shilpa Pharma identifies green chemistry, advanced process technologies and eco-friendly manufacturing practices as part of its sustainability approach.

This approach is consistent with leading pharmaceutical sustainability practices, where green chemistry is used to reduce resource consumption, minimise hazardous substances and improve process efficiency across the manufacturing lifecycle.

Responsible Material Selection & Efficient Use (GRI 301-1)

The journey begins with the selection and efficient use of raw materials, reagents, solvents and other process inputs. Shilpa Pharma's process-development capabilities consider safety, efficiency and sustainability, creating opportunities to optimise manufacturing processes before they are scaled for commercial production.

Through process optimisation and appropriate technology, the Company can work towards reducing unnecessary material consumption, improving process yields and using resources more efficiently while maintaining product quality and regulatory requirements.



Green Chemistry & Safer Process Materials (GRI 301-1)

Green chemistry provides an important link between manufacturing efficiency and environmental responsibility. Shilpa Pharma identifies green chemistry and eco-friendly manufacturing among its sustainability initiatives. Where technically feasible, the Company can evaluate process materials and manufacturing routes with the objective of reducing reliance on hazardous or environmentally intensive substances. This may include selecting safer alternatives, reducing solvent or reagent requirements and modifying process conditions to minimise the generation of hazardous substances. Such an approach reflects the pharmaceutical industry's broader movement towards designing more sustainable processes rather than addressing environmental impacts only after waste or emissions have been generated.

Chemical Risk Identification & Management

Because chemical safety is integral to pharmaceutical manufacturing, Shilpa Pharma has established controls to identify and manage risks associated with chemical processes. The Company states that its in-house safety laboratory conducts risk analyses for chemical processes, supported by detailed Standard Operating Procedures for production activities.

This provides a foundation for managing chemical risks through:

- Identification of chemical hazards
- Process-level risk assessment
- Defined operating procedures
- Appropriate containment and controls
- Incident and near-miss reporting
- Preventive maintenance
- Emergency-response arrangements

The objective is to prevent uncontrolled exposure, releases and process-related incidents.

Safe Chemical Identification, Storage & Handling

Safe chemical management continues beyond process design. Shilpa Pharma reports GHS compliance for classification and labelling and ADR compliance for safe packaging and shipment of dangerous goods.

Accordingly, chemical-management practices can cover:

- 1 Appropriate chemical identification and labelling
- 2 Safety Data Sheet availability
- 3 Suitable storage conditions
- 4 Segregation of incompatible substances
- 5 Containment measures
- 6 Controlled handling and internal movement
- 7 Safe packaging and transportation
- 8 Emergency procedures

These controls help reduce the potential for chemical exposure and accidental environmental releases.

Chemical Substitution & Process Improvement (GRI 301-1)

Responsible chemical stewardship also involves considering whether hazardous substances can be reduced, substituted or eliminated through process modification.

Where technically feasible, opportunities may include:

- Substitution of higher-hazard solvents or reagents
- Reduction in the quantity of hazardous process chemicals
- Optimisation of reaction conditions
- Adoption of safer process materials
- Modification of processes to reduce hazardous by-products
- Improvement of material efficiency

Any specific chemical substitution or quantified reduction should be reported in the ASR only where supported by documented process records.

Spill Prevention & Emergency Preparedness

Preventing accidental chemical releases is an important part of responsible chemical management. Shilpa Pharma reports the use of containment systems for applicable operations, along with systematic incident and near-miss reporting and internal emergency-response groups.

These controls provide a basis for managing potential chemical releases through:

- Containment and preventive controls
- Spill-response procedures
- Emergency-response arrangements
- Incident and near-miss reporting
- Corrective and preventive actions
- Equipment and infrastructure maintenance

Employee Training & Chemical Safety Awareness (GRI 404)

Safe management of hazardous substances depends on employees understanding the risks associated with the chemicals and processes they handle. Shilpa Pharma reports comprehensive ESH training and annual safety days as part of its safety practices.

Relevant training and awareness can address:

- Chemical hazards
- Safe handling and storage
- GHS classification and labelling
- Personal protective equipment
- Spill prevention and response
- Emergency procedures
- Safe operating practices
- Transportation and packaging requirements

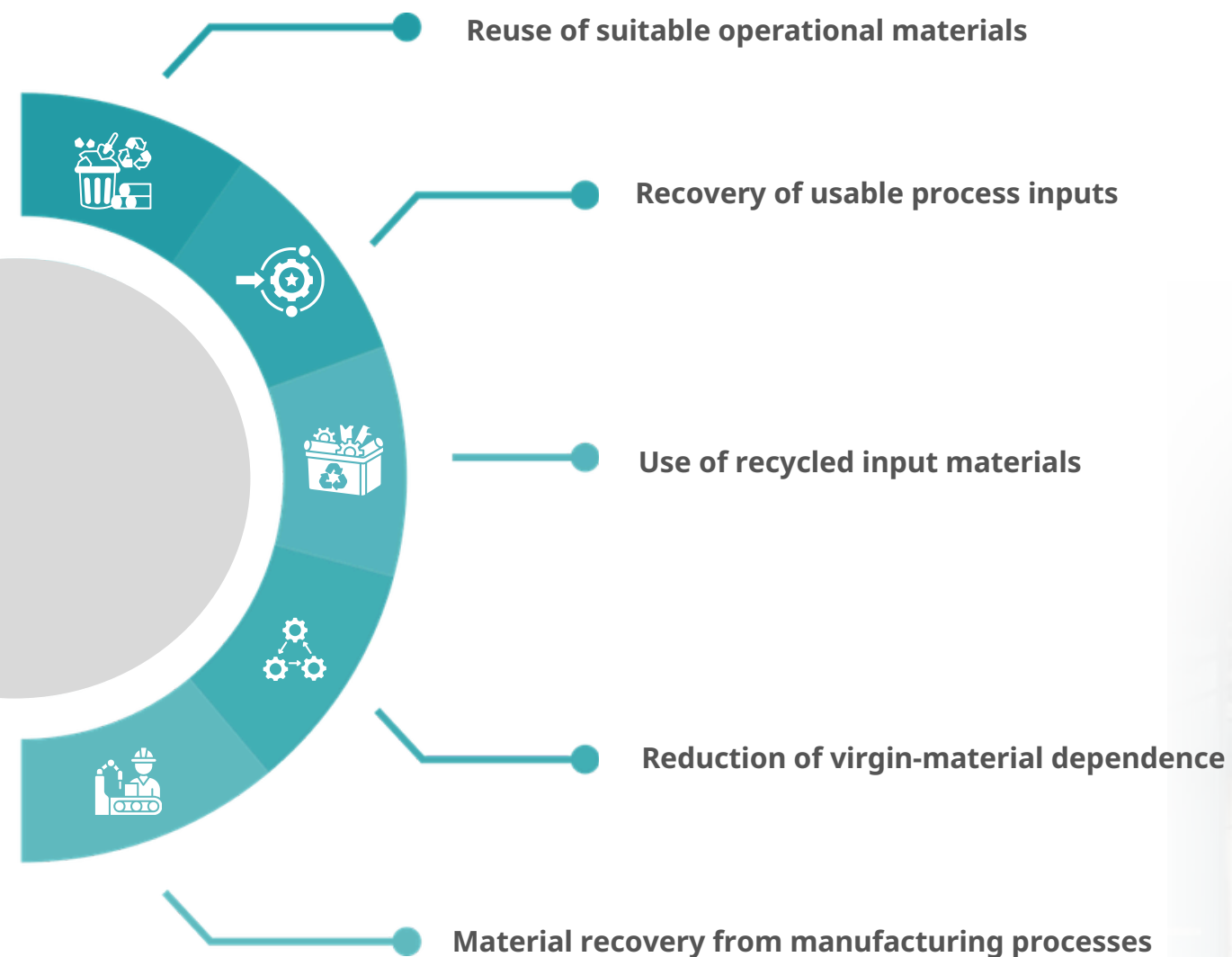
Training attendance and completion records can provide supporting evidence of implementation.



Reuse & Recycled Materials (GRI 301-2)

The Company can also identify opportunities to reuse or recover suitable materials and increase the use of recycled inputs, where technically feasible and consistent with pharmaceutical quality, safety and regulatory requirements.

Potential areas include:



Actual quantities and percentages should be reported where verified data is available.

Monitoring, Compliance & Performance (GRI 301-1, 301-2)

Material and chemical stewardship is supported by monitoring and compliance controls. Shilpa Pharma's stated safety framework incorporates GHS requirements, ADR requirements, SOPs, process-risk analysis and incident reporting, providing mechanisms for managing chemical-related risks.

Product Quality & Customer Satisfaction

Material and chemical stewardship is supported by monitoring and compliance controls. Shilpa Pharma's stated safety framework incorporates GHS requirements, ADR requirements, SOPs, process-risk analysis and incident reporting, providing mechanisms for managing chemical-related risks.

Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Products returned due to quality issues or defects	1.20%	0.40%	0.88%	%

Continuous Improvement (GRI 301-1, 301-2)

Materials and chemical stewardship is an ongoing process. By reviewing material consumption, process performance, chemical-risk assessments, incidents and opportunities for safer substitution, Shilpa Pharma can identify further opportunities to improve resource efficiency and reduce chemical-related environmental risks.



Sustainable Packaging

(GRI 301-1, GRI 301-2 & GRI 301-3)

At Shilpa Pharma Lifesciences Limited, packaging plays an important role in ensuring that pharmaceutical products remain protected, stable and safe throughout their journey from manufacturing to the point of use. At the same time, the Company recognises that packaging requires materials and resources and therefore forms part of its broader sustainability and resource-efficiency approach. This is aligned with Shilpa Pharma's broader "Restrict, Recycle and Reuse" philosophy and its focus on sustainable manufacturing and responsible resource management.

The Company's approach to sustainable packaging is therefore centred on finding the right balance between product protection, pharmaceutical quality, regulatory requirements and responsible material use. Packaging improvements can be considered across its lifecycle—from material selection and design to use, recovery and end-of-life management.

Responsible Packaging Design & Material Optimisation (GRI: 301-1)

The journey begins with understanding how much packaging material is required to provide the necessary protection. Shilpa Pharma can evaluate packaging configurations to identify opportunities to reduce unnecessary material, optimise packaging weight and volume and improve material efficiency, without compromising product quality, stability or safety.

Where technically feasible, packaging optimisation may involve reducing excess components, improving packaging dimensions or reducing the packaging-to-product ratio. Such improvements can help minimise resource consumption while maintaining the functional requirements of pharmaceutical packaging.

Designing Packaging with its End-of-Life in Mind (GRI: 301-3)

Sustainable packaging does not end when a package leaves the manufacturing facility. Its eventual disposal, recycling or recovery can also be considered during packaging design.

Where feasible, packaging can be assessed for opportunities to facilitate collection, recycling or recovery, including reducing unnecessary material combinations and considering simpler or more recyclable packaging configurations.

For primary packaging that comes into direct contact with pharmaceutical products, any design change must continue to meet applicable quality, safety and regulatory requirements.

Recyclable, Reusable & Recycled Materials (GRI: 301-2)

Where technically feasible and appropriate for pharmaceutical applications, Shilpa Pharma can explore opportunities to increase the use of recyclable, reusable and recycled-content materials.

The focus may include reducing dependence on virgin materials, increasing the use of recycled inputs where suitable and identifying opportunities to reuse appropriate transport or operational packaging.

Any claims regarding recycled content, recyclability or reuse should be supported by relevant supplier specifications and Company records.

Reducing Plastic & Packaging Waste (GRI: 301-1; GRI 306-3, 306-4 and 306-5)

Reducing unnecessary plastic and packaging waste is another opportunity to improve resource efficiency. The Company can review packaging components to identify opportunities to reduce virgin plastic, excess packaging and avoidable material use, where product protection and regulatory requirements permit.

Packaging waste arising during manufacturing, storage and distribution can similarly be monitored to identify opportunities for prevention, reuse, recycling and recovery.

Where packaging becomes waste, the relevant quantities and treatment routes can also be reflected under the Company's Circular Economy & Waste Management disclosures.

Reuse, Recycling & Resource Recovery (GRI: 301-2; GRI 306-4)

The Company's "Restrict, Recycle and Reuse" approach provides a natural foundation for considering packaging circularity. Packaging that cannot be avoided can, wherever feasible, be directed towards reuse, recycling or resource recovery through appropriate channels. This helps retain materials in productive use and reduces the amount of packaging requiring final disposal.

End-of-Life Management & User Guidance (GRI: 301-3)

Responsible packaging management also extends to customers, distributors and other users. Where relevant, appropriate information can be provided regarding the return, recycling or safe disposal of packaging and product components.

Such information can help reduce inappropriate disposal, minimise the potential release of pharmaceutical residues into the environment and support responsible management of materials after use. Where a formal take-back, collection or recycling programme exists, the ASR can describe the programme, participating external organisations and its outcomes based on verified records.

Collaboration for Packaging Recovery

Improving packaging recovery may require collaboration beyond the Company's own operations. Where applicable, Shilpa Pharma can engage with authorised recyclers, Producer Responsibility Organisations, industry initiatives, research organisations or other independent external parties to support packaging collection, recycling, recovery or development of improved packaging solutions.

Such partnerships can strengthen the connection between packaging design and its eventual end-of-life pathway. Any specific external collaboration should be disclosed only where the Company has documented evidence of the relationship and its activities.



Packaging Supplier Engagement (GRI: 301-1 and 301-2)

Packaging suppliers are an important part of the sustainability journey. Engagement with suppliers can help identify opportunities for lower-impact materials, recycled content, improved recyclability, reduced packaging weight and more efficient designs.

Supplier discussions can consider the environmental characteristics of materials while ensuring that pharmaceutical quality, safety and regulatory requirements continue to be met.

This extends Shilpa Pharma's packaging approach beyond its own operations and encourages sustainability considerations throughout the packaging supply chain.

Demand Planning & Inventory Optimisation

Packaging requirements are also influenced by production and inventory planning. Effective demand forecasting and inventory management can help align production and packaging requirements with anticipated demand.

Better planning can reduce the risk of excess inventory, unused packaging materials, product expiry and unnecessary disposal, thereby avoiding avoidable consumption of materials and resources.

The specific forecasting systems, tools or methodologies used by the Company should be disclosed only where supported by internal records.

Product End-of-Life Treatment

Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Product End-of-Life Treatment – Target	5	5	5	%
Product End-of-Life Treatment – Actual	8	8	8	%

Continuous Improvement (GRI: 301-1)

Shilpa Pharma can periodically review packaging performance and end-of-life treatment to identify opportunities for material reduction, improved recyclability, recovery and responsible disposal.



Product Quality & Customer Safety

(GRI 416-1, GRI 416-2)

For Shilpa Pharma Lifesciences Limited, product quality and customer safety are integral to its role as a global CDMO and API manufacturer. The Company's approach follows the product lifecycle—from raw-material sourcing and process development through manufacturing, testing, final packaging and supply—with quality and regulatory requirements embedded throughout. Shilpa Pharma states that its products undergo stringent global regulatory standards and rigorous quality protocols, supported by qualified scientists, pharmacists and quality professionals.

Quality Management & GMP Compliance (GRI: 416-1)

Quality starts with a structured management system that translates regulatory requirements into documented processes and controls. Shilpa Pharma operates GMP-compliant manufacturing facilities and highlights regulatory approvals and compliance across major international markets. Its manufacturing and CDMO capabilities cover development through commercial supply under global quality and regulatory requirements.

Product Health & Safety Assessment (GRI: 416-1)

Health and safety considerations are incorporated into product and process development through risk assessment, process controls and analytical evaluation. Shilpa Pharma applies Quality by Design principles and identifies Critical Process Parameters and Critical Material Attributes to support batch consistency and regulatory compliance. Its process-safety approach also evaluates raw materials, reaction conditions and thermal hazards.

Quality Testing & Product Release (GRI: 416-1)

Before products reach customers, quality is supported through analytical testing, impurity profiling, stability studies, method development and validation, process controls and quality documentation. Shilpa Pharma states that products undergo rigorous testing from R&D through final packaging.

Product Traceability & Documentation (GRI: 416-1)

Traceability and documentation provide the foundation for demonstrating product consistency and supporting investigations when quality concerns arise. Batch records, analytical results, specifications, stability information and other quality documentation support-controlled product release and customer communication.

For applicable products, Shilpa Pharma also provides customers with documentation such as Certificates of Analysis, Safety Data Sheets/MSDS and stability information, supporting safe and compliant use by qualified customers.

Customer Health & Safety Awareness (GRI: 416-1)

As a CDMO and API supplier, Shilpa Pharma's customer base primarily includes licensed pharmaceutical manufacturers, biotechnology companies and authorised partners. Customer safety information can therefore be communicated through product-specific technical and regulatory documentation, including applicable quality specifications, analytical information, stability data, storage/handling requirements and safety documentation.

For example, Shilpa Pharma's product information states that applicable APIs are supplied to qualified customers with documentation supporting safe and compliant use in finished pharmaceutical products.

Product Safety & Handling Information (GRI: 416-1)

Product-specific information helps customers understand the quality, handling, storage and safety characteristics of materials supplied by Shilpa Pharma. Where applicable, SDS/MSDS and technical documentation provide information on chemical and physical properties and potential hazards associated with the substance.

This is particularly relevant for APIs, HPAPIs and specialty chemicals where appropriate handling and containment are important.

Customer Complaints & Quality Feedback (GRI: 416-2)

Customer feedback provides an important mechanism for identifying potential quality concerns. Quality-related complaints can be received, assessed and investigated through established quality processes, with the outcome used to determine appropriate corrective or preventive action.

This creates a feedback loop between customer experience, quality investigation and process improvement.

Product Returns, Defects & Recalls (GRI: 416-2)

Where a product quality concern results in a return, defect, withdrawal or recall, the matter can be managed through established quality and regulatory procedures. Such processes should support product identification, investigation, communication, appropriate containment and corrective action.

The ASR can monitor:

Product Quality Indicator	FY 2023–24	FY 2024–25	FY 2025–26	Unit
Products returned due to quality issues/defects	1.20%	0.40%	0.88%	%
Quality-related customer complaints	0	0	0	Number
Quality-related non-compliance incidents	0	0	0	Number

Product Quality Risk Management (GRI: 416-1)

Risk management is integrated into Shilpa Pharma's development and manufacturing activities. The Company's process-development framework includes HAZOP and HAZAN-based risk assessments, covering raw materials, reaction conditions and thermal hazards.

This risk-based approach supports early identification of potential quality and safety issues and enables appropriate controls to be incorporated into processes.

Employee Quality & Safety Training (GRI: 404-2)

Product quality depends on employees having the appropriate knowledge and competence to perform their responsibilities. Shilpa Pharma highlights a team of scientists, pharmacists and quality experts and maintains structured safety and operating practices.

Training relevant to product quality can include GMP, quality procedures, product handling, documentation, deviation management, CAPA and safety requirements, according to employee roles.

Raw Material & Supplier Quality (GRI: 416-1)

Product quality begins with the materials entering the manufacturing process. Shilpa Pharma describes quality controls extending from raw-material sourcing to final packaging, while its process-development approach considers Critical Material Attributes and raw-material risks.

Supplier and raw-material controls therefore form an important part of maintaining consistent product quality.

Regulatory Compliance & Quality Monitoring (GRI: 416-1, 416-2)

Shilpa Pharma's facilities are positioned to serve regulated global markets, with approvals and certifications including USFDA, EU GMP, TGA, PMDA and KFDA, among others. These regulatory requirements provide an external framework for maintaining product quality and compliance.

The Company can monitor regulatory inspections, quality audits, deviations, complaints and other quality indicators to assess the effectiveness of its quality systems.

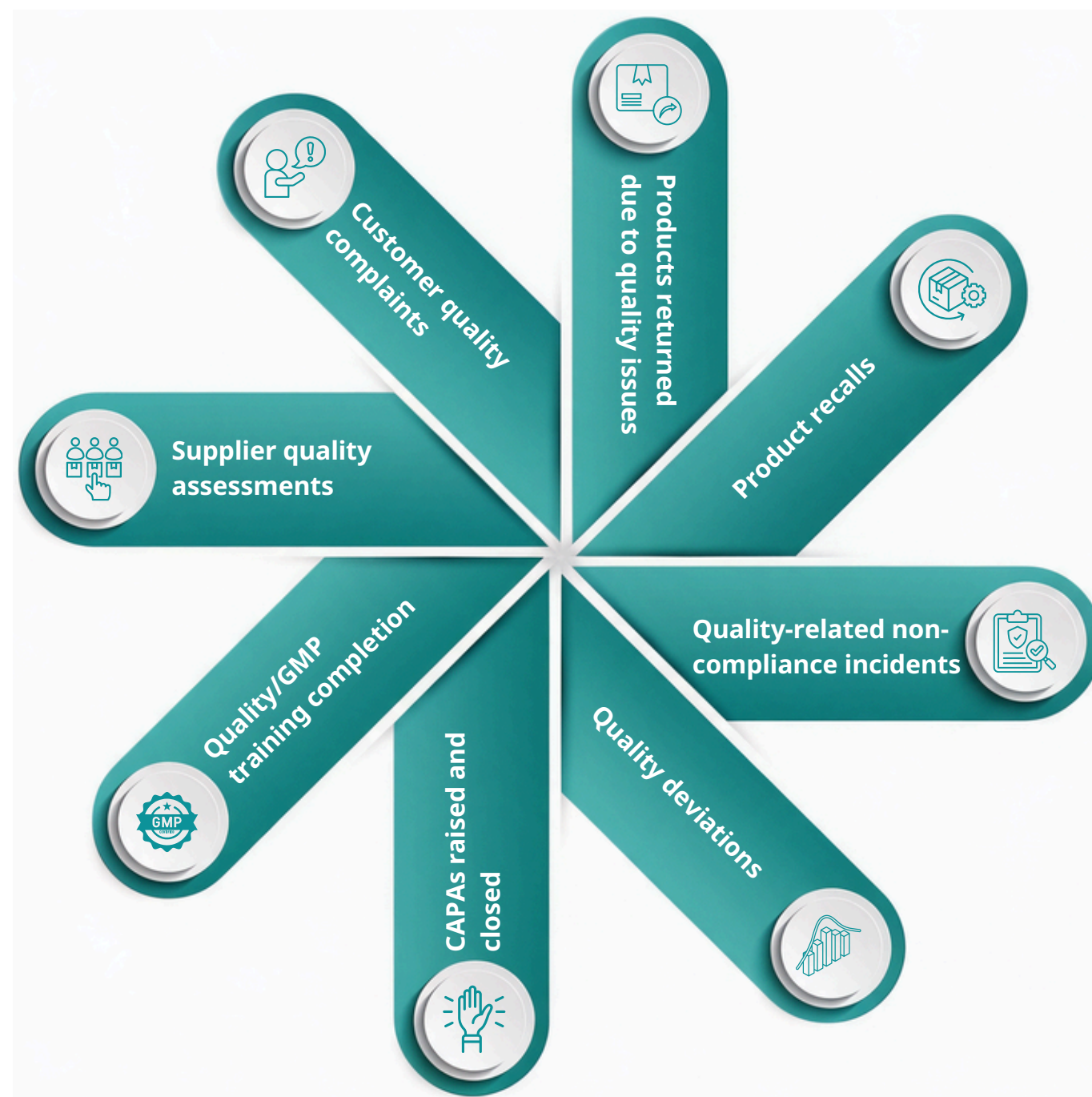
Quality Investigation & CAPA (GRI: 416-2)

When quality issues, deviations or customer concerns arise, investigation and root-cause analysis provide the basis for determining corrective and preventive actions. This allows identified issues to be addressed systematically and helps prevent recurrence.

Quality Performance Monitoring (GRI: 416-1, 416-2)

Performance monitoring brings together information from quality testing, customer feedback, complaints, returns, recalls, deviations, audits and regulatory inspections. Leading pharmaceutical companies similarly use quality-system metrics, audits, inspections, recalls and training to monitor product and patient safety.

Recommended ASR indicators include:



Continuous Quality Improvement (GRI: 416-1, 416-2)

The quality journey continues through the review of testing results, customer feedback, risk assessments, audits, deviations and CAPA outcomes. These insights can be used to strengthen processes, improve consistency and address emerging quality risks.





PEOPLE & SOCIETY

- Human Rights & Ethical Labour Practices
- Occupational Health, Safety & Employee Well-being
- Diversity, Equity & Inclusion
- Fair Wages, Benefits & Employee Well-being
- Learning, Development & Talent Management
- Employee Engagement & Culture
- Community Development & CSR



Human Rights & Ethical Labour Practices

(GRI 2, GRI 402, GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 414)

At Shilpa Pharma Lifesciences Limited, respect for human rights is an integral part of our approach to responsible employment, ethical workplace practices and responsible value-chain management. We are committed to promoting fair working conditions, dignity, respect and equal treatment, while preventing child labour, forced labour and human trafficking across our operations and relevant business relationships.

Our Social Responsibility Policy applies across the Company's operations and encompasses employees, contractors, suppliers and stakeholders involved in manufacturing and operational activities. The Company's approach also focuses on employee health and safety, fair working conditions, diversity, equity and inclusion, social dialogue, career development, human-rights protection and community well-being.

Human Rights Governance & Due Diligence (GRI 2-23, GRI 2-24)

Human-rights considerations are incorporated into Shilpa Pharma's social-responsibility and governance framework. The Board of Directors provides oversight of the Company's social-responsibility direction and ethical practices, while the ESG Committee oversees implementation, monitors labour and human-rights compliance and recommends improvements.

The Human Resources function supports fair working conditions, diversity and inclusion, employee development, and grievance management. Procurement teams promote responsible labour and human-rights expectations among suppliers and contractors, while Production Heads support the implementation of responsible workplace practices across manufacturing operations.

The Company's approach focuses on identifying and addressing potential human-rights risks relating to child labour, forced labour, human trafficking, discrimination, harassment, workplace conditions and relevant supply-chain activities.

Fair Employment & Working Conditions (GRI 401, GRI 402)

Shilpa Pharma promotes fair and equitable employment practices that respect applicable labour requirements and support employee dignity and well-being. Our approach includes fair compensation, reasonable working hours, appropriate employee benefits, paid leave and mechanisms for employees to raise workplace concerns.

The Social Responsibility Policy establishes objectives relating to compliance with labour laws and fair-wage standards, employee satisfaction, grievance resolution, access to paid leave and responsible working hours.

Employee Voice & Social Dialogue (GRI 2-26, GRI 402)

Open communication between employees and management is encouraged as an important element of a respectful workplace. Shilpa Pharma's Social Responsibility Policy provides for employee feedback mechanisms, employee-management forums and a Social Dialogue Committee to encourage collaboration and address workplace concerns.

Managers and team leaders are also expected to strengthen communication and conflict-resolution capabilities. Employee feedback is reviewed to identify actionable improvements and support a positive workplace environment.



Diversity, Equity, Inclusion & Non-Discrimination (GRI 405, GRI 406)

Shilpa Pharma seeks to maintain a workplace that values diversity, equity, inclusion and equal treatment. The Company promotes an environment in which individuals are respected irrespective of gender, ethnicity, religion or background.

The Social Responsibility Policy provides for inclusive hiring initiatives, diversity and inclusion awareness programmes, confidential reporting mechanisms for discrimination and harassment, and measures to identify and address potential unconscious bias in recruitment, promotions and workplace interactions.

The policy sets a target of increasing women's representation in the workforce to 30% by FY 2030–31, together with annual diversity, anti-discrimination and anti-harassment training.

Prevention of Child Labour (GRI 408-1)

Shilpa Pharma is committed to preventing child labour across its operations and relevant supply-chain relationships. Recruitment practices include age-verification measures to prevent the engagement of workers below the applicable minimum working age.

The Company's human-rights approach extends to suppliers and contractors through responsible sourcing, human-rights due diligence and supplier monitoring. The Social Responsibility Policy provides for audits across operations and supply chains and training for procurement and supply-chain personnel to strengthen prevention of child labour.

Prevention of Forced Labour (GRI 409-1)

Shilpa Pharma is committed to preventing forced, bonded and compulsory labour across its operations and relevant business relationships.

The Company's approach includes responsible employment practices, human-rights due diligence, supplier engagement, monitoring and awareness.

Suppliers and business partners are expected to comply with applicable labour and human-rights standards. Procurement and supply-chain personnel are provided with relevant awareness and training to support responsible sourcing practices.

Prevention of Human Trafficking (GRI 409-1)

Shilpa Pharma does not tolerate human trafficking or other forms of labour exploitation. Human-trafficking risks are addressed through human-rights due diligence, responsible recruitment and supplier engagement. The Social Responsibility Policy provides for supply-chain audits, human-rights training, stakeholder reporting mechanisms and awareness initiatives. The Company also identifies collaboration with NGOs or relevant organisations as part of its efforts to strengthen awareness of human trafficking and labour rights.

Human Rights Across the Value Chain (GRI 414-1, GRI 414-2)

Respect for human rights extends beyond Shilpa Pharma's direct workforce to suppliers, contractors, subcontractors and other relevant business partners.

The Company's responsible supply-chain approach includes:

- Communicating human-rights expectations to relevant suppliers;
- Assessing labour and human-rights risks;
- Conducting supplier audits and due diligence;
- Addressing child and forced labour risks;
- Promoting ethical sourcing practices;
- Providing relevant awareness and training; and
- Maintaining mechanisms for reporting human-rights concerns.

Where significant risks or violations are identified, appropriate corrective actions and follow-up are undertaken. The Social Responsibility Policy establishes targets relating to supplier audits, human-rights training for procurement and supply-chain personnel, high-risk supplier assessments and resolution of human-rights concerns.

Protection of Personal Identification Documents (GRI 409-1)

Shilpa Pharma's employment practices support employees' control over their personal identification documents. Original documents submitted for verification are returned promptly, while access to personnel information is restricted to authorised personnel with a legitimate business need.

This supports the principle that employees should retain control over their personal identification documents and helps prevent practices that could contribute to forced-labour risks.

Human Rights Grievance & Remediation (GRI 2-25, GRI 2-26)

Shilpa Pharma provides channels through which employees, workers, contractors, suppliers and relevant stakeholders can raise concerns relating to human rights and labour practices.

Concerns may include:

- Child labour;
- Forced labour;
- Human trafficking;
- Discrimination and harassment;
- Workplace conditions;
- Labour-rights concerns;
- Human-rights violations; and
- Other relevant social-responsibility concerns.

Reported concerns are addressed through appropriate investigation, escalation and corrective-action processes.

Where issues are substantiated, corrective and preventive measures are taken to address the concern and reduce the likelihood of recurrence.

Human Rights Awareness & Training (GRI 2-24)

Shilpa Pharma promotes awareness of human-rights principles, ethical labour practices and responsible workplace behaviour through relevant training and communication initiatives.

Specific attention is given to procurement and supply-chain personnel because of their role in managing human-rights expectations within the value chain. Training and awareness may address child labour prevention, forced labour, human trafficking, discrimination, ethical conduct and reporting mechanisms.

Security Personnel & Human Rights (GRI 410-1)

Where security personnel are engaged, Shilpa Pharma expects their conduct to be consistent with applicable human-rights principles. Security personnel are expected to understand the limits of their authority and act appropriately when responding to workplace situations.

Concerns relating to inappropriate conduct or use of authority may be raised through established reporting and grievance mechanisms.

Human Rights Performance & Monitoring (GRI 2-24, GRI 2-25, GRI 2-26, GRI 408-1, GRI 409-1, GRI 414-2)

Human-rights performance is monitored through the Company's social-responsibility governance framework. Relevant labour and human-rights matters, supplier assessments, grievances, training activities and risk areas are reviewed to identify opportunities for strengthening controls and practices.

Performance monitoring supports the Company's focus on preventing child labour, forced labour and human trafficking, strengthening human-rights due diligence and improving responsible practices across its operations and value chain.

Human Rights Performance Indicators

Human Rights Indicator	FY 2023–24	FY 2024–25	FY 2025–26
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100%	100%	100%
Child Labour (%)	0%	0%	0%
Forced Labour (%)	0%	0%	0%
Human Trafficking (%)	0%	0%	0%
% of Operational Sites Assessed for Human Rights Risks	100%	100%	100%

Human Rights Targets & Commitments

The Social Responsibility Policy establishes FY 2022–23 as the baseline year and sets longer-term objectives through FY 2030–31. These include strengthening human-rights due diligence, supplier assessments, employee and procurement training, prevention of child and forced labour, and mechanisms for addressing human-rights concerns.

Key commitments include:

- Child & Forced Labour**
Audit 100% of suppliers for child- and forced-labour compliance by FY 2030–31
- Human Rights Training**
Provide human-rights training to 95% of procurement and supply-chain personnel by FY 2030–31
- Human Trafficking**
Investigate and resolve reported human-trafficking concerns within the defined timeframe
- Supplier Compliance**
Achieve 100% supplier compliance with human-rights standards by FY 2030–31
- High-Risk Suppliers**
Audit 100% of high-risk suppliers for human-rights compliance by FY 2027
- Contractors & Suppliers**
Conduct human-rights training for relevant contractors and suppliers
- Supply-Chain Concerns**
Resolve reported human-rights violations through appropriate corrective action

Stakeholder Engagement

Engage with industry groups on collective human-rights initiatives

Awareness

Partner with NGOs or relevant organisations to promote awareness of human trafficking and labour rights

Human Rights Governance & Continuous Improvement

Human-rights performance is reviewed through the Company's social-responsibility governance framework. The HR Department and ESG Committee oversee the review of the Social Responsibility Policy, including progress against targets, stakeholder feedback, legal and regulatory developments and opportunities to strengthen social-responsibility practices.



Occupational Health, Safety & Employee Well-being

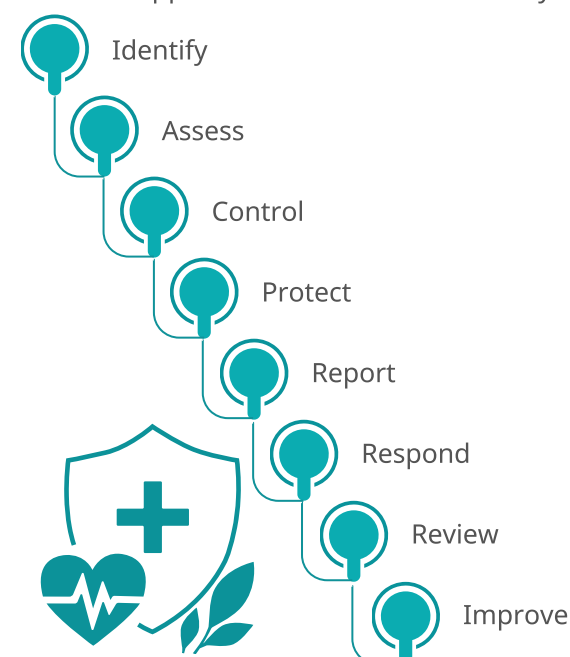
(GRI 403)

At Shilpa Pharma Lifesciences Limited, protecting the health, safety and well-being of our people is an integral part of responsible pharmaceutical manufacturing. Given the nature of our operations, including the handling of pharmaceutical materials and processes that may involve chemical, biological, equipment, noise and ergonomic risks, we focus on identifying potential hazards early, implementing appropriate controls and building a culture in which every individual takes responsibility for workplace safety.

Our Social Responsibility Policy establishes employee health and safety as a key priority and calls for regular health and safety risk assessments, preventive measures specific to pharmaceutical manufacturing, health monitoring for employees exposed to chemical or biological agents, first-aid and emergency-response training, improvements to safety infrastructure and initiatives supporting mental health and employee well-being.

A Preventive Approach to Workplace Safety (GRI 403-1)

Our OHS approach follows a continuous cycle of:



Regular risk assessments help identify potential hazards and evaluate their likelihood and potential impact. Preventive measures are then implemented according to the nature of the identified risk.

This approach enables safety considerations to be incorporated into day-to-day manufacturing activities rather than relying solely on corrective action after an incident.

Production Heads have responsibility for ensuring compliance with workplace safety standards within production facilities and for monitoring and improving working conditions, while employees are expected to comply with safety requirements, participate in relevant training and report workplace safety concerns.

Hazard Identification and Risk Prevention (GRI 403-2)

Shilpa Pharma seeks to identify occupational hazards arising from its pharmaceutical manufacturing and workplace activities.

Risk assessments consider potential exposure to hazardous substances, equipment-related risks, occupational noise, ergonomic risks and other workplace conditions that could affect employee health and safety.

Employees are expected to exercise caution in their work activities and report unsafe acts, unsafe conditions and near misses to their superiors.

This reporting approach allows potential hazards to be addressed before they develop into incidents.

Preventive controls may include engineering controls, appropriate PPE, safe operating practices, workplace monitoring, employee training and improvements to safety infrastructure.

Chemical and Biological Exposure Management (GRI 403-3, 403-7)

The safe management of hazardous substances is particularly important in pharmaceutical manufacturing. Shilpa Pharma actively works to prevent unnecessary exposure to chemicals and other hazardous substances.

Chemicals and substances used in operations are clearly labelled, with Safety Data Sheets (SDS) available in relevant work areas. Appropriate PPE, including gloves, masks and protective clothing, is provided and required where applicable.

Engineering controls such as fume hoods and local exhaust systems are used to minimise potential exposure.

Employees receive training on the safe handling, storage and disposal of hazardous substances, as well as appropriate actions in the event of a spill or accidental exposure.

Employees are also expected to promptly report spills, leaks or unusual conditions to their supervisors.

Occupational Noise and Industrial Hygiene (GRI 403-3, 403-7)

Where occupational noise is relevant to workplace activities, Shilpa Pharma undertakes regular noise-level measurement and monitoring to support compliance with applicable safe limits.

Where required, noise-reduction engineering controls and hearing protection such as earplugs or earmuffs are provided.

Employees receive guidance on the correct use of hearing protection and are expected to report changes in equipment operating parameters that could indicate malfunction or create a safety risk.

These practices complement the Company's broader objective of monitoring workplace exposure and identifying potential occupational health impacts at an early stage.

Safe Work Practices and Equipment Safety (GRI 403-2, 403-7)

Safety is incorporated into everyday work practices through employee responsibilities, workplace communication, appropriate controls and adherence to established procedures.

Employees are expected to follow safety rules, use equipment responsibly, exercise due care and immediately report equipment abnormalities, unsafe conditions, spills, leaks and near misses.

Safety information is communicated through training sessions, team meetings, bulletin-board postings, memorandums and other written communications, ensuring that safety expectations remain visible and accessible across the workplace.

These practices support the Company's preventive approach to equipment-related and operational risks.

Emergency Preparedness and Response (GRI 403-5, 403-7)

Shilpa Pharma recognises that effective emergency preparedness is essential to protecting employees and maintaining resilient operations.

The Company's Social Responsibility Policy provides for first-aid and emergency-response training for employees, alongside improvements to workplace safety infrastructure.

Emergency preparedness is particularly relevant to potential events such as workplace injuries, chemical spills, accidental exposure, fire and other operational emergencies.

Employees working with hazardous substances receive guidance on appropriate actions in the event of spills or accidental exposure.

Our approach combines emergency awareness, trained personnel, appropriate safety infrastructure and prompt reporting to support timely response and minimise potential harm.

Occupational Health Monitoring and Medical Surveillance (GRI 403-3, 403-6)

Employee health protection extends beyond incident prevention. Shilpa Pharma's Social Responsibility Policy provides for a health monitoring programme for employees exposed to chemical or biological agents during production, together with periodic employee health check-ups.

The Company also monitors relevant workplace exposure, including occupational noise where applicable, to identify potential risks and support appropriate protective measures. These practices are intended to facilitate early identification of potential occupational health concerns and enable timely intervention.

Safety Training and Awareness (GRI 403-5)

Building safety competence is an important part of our OHS approach. Shilpa Pharma provides safety-related communication and training through workplace training sessions, team meetings and other internal communication channels.

Training focuses on risks relevant to employees' roles and may include safe handling of hazardous substances, PPE use, emergency response, first aid, noise protection, ergonomic practices and safe work procedures. The Social Responsibility Policy also provides for customised training related to pharmaceutical manufacturing activities.

The Company has established a long-term target to provide health and safety training to 100% of employees by FY 2028. Other OHS targets include reducing workplace injury incidents, strengthening internal safety-audit compliance, expanding annual health check-ups and upgrading safety equipment and infrastructure. These are presented as forward-looking targets and are not treated as achieved performance unless supported by reporting-year data.

Incident, Near-Miss and Unsafe-Condition Reporting (GRI 403-2, 403-9, 403-10)

We encourage employees to raise safety concerns at the earliest opportunity. It specifically requires employees to report unsafe acts, unsafe conditions and near misses to their superiors. Spills, leaks, unusual conditions and equipment abnormalities are also required to be reported promptly.

Workplace health and safety concerns can additionally be raised through the Company's grievance mechanism. Occupational health and safety is explicitly recognised as a grievance category, with workplace health and safety matters handled through Safety Committees and EHS.

The Company's incident-management approach provides for reporting, investigation, root-cause analysis and preventive action, enabling lessons from incidents and near misses to strengthen future controls.

Employee Voice and Safety Communication (GRI 403-4)

A strong safety culture depends on employees being able to speak up. Shilpa Pharma therefore provides multiple avenues for workplace communication and concern reporting.

Safety information is communicated through training sessions, team meetings, bulletin boards, memorandums and other written communications. The grievance mechanism provides a further confidential channel through which employees, workers, contractors and other stakeholders can raise concerns relating to occupational health and safety and workplace conditions. Reported grievances are formally recorded, monitored and reviewed. It is monthly review by HR and the Site Head, and annual reporting of significant themes, recurring issues, systemic gaps and improvement measures to senior management.

Contractor and Third-Party Worker Safety (GRI 403-8)

Our safety expectations extend to personnel working within our operational environment beyond direct employees. The Employee Handbook covers permanent employees, contract workers and third-party personnel, establishing consistent workplace expectations across employment categories.

The Company's Social Responsibility Policy also extends its social responsibility scope to employees, contractors, suppliers and stakeholders involved in manufacturing and operational activities. Production and operational leadership are responsible for maintaining workplace safety standards, while all personnel are expected to comply with safety requirements and report concerns.

Ergonomics and Workplace Well-being (GRI 403-2, 403-7)

Shilpa Pharma promotes ergonomic practices to reduce discomfort and potential injuries associated with repetitive movements, overuse and poor posture. Workstations are reviewed and adjusted where necessary, and employees receive guidance on appropriate body mechanics and safe working practices.

For repetitive activities, task rotation and appropriate rest breaks are encouraged. Employees are also expected to report ergonomic concerns or discomfort to their supervisor or HR so that suitable workplace adjustments can be considered.

Mental Health and Psychological Well-being (GRI 403-6)

At Shilpa Pharma, employee well-being encompasses both physical and psychological health. The Company supports mental health awareness and stress management through employee well-being initiatives. These measures are intended to support early engagement with stress and well-being concerns and promote a healthier work environment.

The Social Responsibility Policy also identifies mental-health awareness through employee assistance programmes and wellness initiatives as an employee health and safety objective.

OHS Performance and Continuous Improvement (GRI 403-2, 403-4)

Shilpa Pharma monitors occupational health and safety performance through relevant indicators and management reviews. Key indicators for reporting include:



Health & Safety Incidents / Accidents

Working Conditions	FY 2023–24	FY 2024–25	FY 2025–26
# of Work-related Incidents	11	13	11
# of Fatal Incidents	0	0	0
% of Operational Sites where Employee Health & Safety Risk Assessment was Conducted	100%	100%	100%
Number of Days Lost to Work-related Injuries, Fatalities & Ill Health	0	0	0
People Trained on Health & Safety (in Manhours)	12,503	37,975	29,816



Diversity, Equity & Inclusion

Creating an Inclusive Workplace Where Every Individual Can Thrive (GRI 405, GRI 406)

At Shilpa Pharma Lifesciences Limited, we believe that our scientific capabilities, manufacturing excellence and continued growth are strengthened by the people behind them. As a pharmaceutical and CDMO organisation operating across manufacturing, R&D, quality, regulatory and corporate functions, we recognise the importance of creating a workplace where people with different experiences, perspectives, skills and backgrounds can contribute meaningfully.

Our approach to Diversity, Equity & Inclusion (DEI) is anchored in equal opportunity, fairness, dignity and respect. The Company's Social Responsibility Policy explicitly identifies diversity, equity and inclusion as a key focus area and commits to a workplace that values individuals irrespective of gender, ethnicity, religion or background.

Equal Opportunity, Inclusion and Respect (GRI 405-1, GRI 406-1)

Shilpa Pharma's commitment to inclusion begins with the principle that employment opportunities should be based on capability, qualifications, experience, performance and role requirements, rather than personal characteristics.

It specifically establishes equal access to employment opportunities irrespective of factors including gender, age, caste, religion, marital status, disability, ethnicity, sexual orientation or other characteristics protected under applicable laws. Candidates are expected to be assessed on their qualifications, skills, experience and suitability for the role.

This principle extends beyond recruitment. Shilpa Pharma seeks to foster a professional environment in which employees are treated with dignity and have equitable access to opportunities for development, career progression and internal mobility.

Our approach includes:



Building a Diverse Workforce (GRI 405-1)

Diversity at Shilpa Pharma is reflected in the range of people who contribute across its manufacturing operations, R&D, quality, regulatory, technical and corporate functions.

The Company seeks to create opportunities for individuals with different backgrounds and experiences and to ensure that employment decisions remain focused on capability and business requirements.

The Company's sustainability dashboard also identifies total employees and women employees among its social performance indicators, providing a foundation for tracking workforce representation over time.

Indicator	FY 2023-24	FY 2024-25	FY 2025-26
% of the total workforce trained on Diversity, Equity & Inclusion	87.2%	92.28%	93.10%
Gender balance at Top / Key Manager level (Women to Men %)	6%	12.5%	12.6%
Gender balance in whole organization ((Women to Men %)	2%	4%	4%

Fair Recruitment and Equal Access to Opportunities (GRI 405-1)

Merit-Based Recruitment and Selection

Shilpa Pharma has established a structured approach to recruitment designed to provide candidates with a fair and transparent opportunity to demonstrate their suitability for a role.

It states that vacancies are communicated through channels such as the Company's website and careers page, reputed job portals, authorised recruitment agencies, internal noticeboards and employee referral programmes. The selection process includes application review, preliminary assessment, technical/skill-based evaluation where applicable, interviews, final evaluation and reference checks.

To minimise bias, the company requires hiring managers and recruitment personnel to undergo training on bias-free and inclusive hiring, while direct or indirect discrimination, favouritism and undue influence are prohibited. Recruitment practices are reviewed by HR to maintain alignment with Company policies and applicable requirements.

This approach helps ensure that candidates—whether internal or external—receive a consistent and merit-based opportunity.

Career Development, Promotion and Internal Mobility (GRI 405-1)

Growing Careers from Within

Inclusion at Shilpa Pharma extends to the opportunities employees receive after joining the organisation. The Company supports career mobility through performance-based promotions, lateral transfers, cross-functional assignments and relocation opportunities between sites, depending on business requirements and employee preferences.

Internal positions are communicated through the Internal Job Posting (IJP) platform and official HR announcements before being opened to external candidates. The Handbook also states that internal candidates are assessed through an open and merit-based process using factors such as performance, experience, skill fit and role readiness.

Career aspirations are incorporated into the annual performance appraisal process, allowing employees to discuss their development interests and potential career paths with the organisation. This creates a progression model in which employees can develop their expertise within Shilpa Pharma while also gaining exposure across functions such as Quality, Regulatory Affairs and Production.

Fair and Transparent Compensation (GRI 405-2)

Recognising Contribution Fairly

Shilpa Pharma recognises fair and transparent compensation as an important component of equitable employment. The Employee Handbook states that compensation should be fair, transparent and competitive and that employees should understand the factors influencing their compensation and growth.

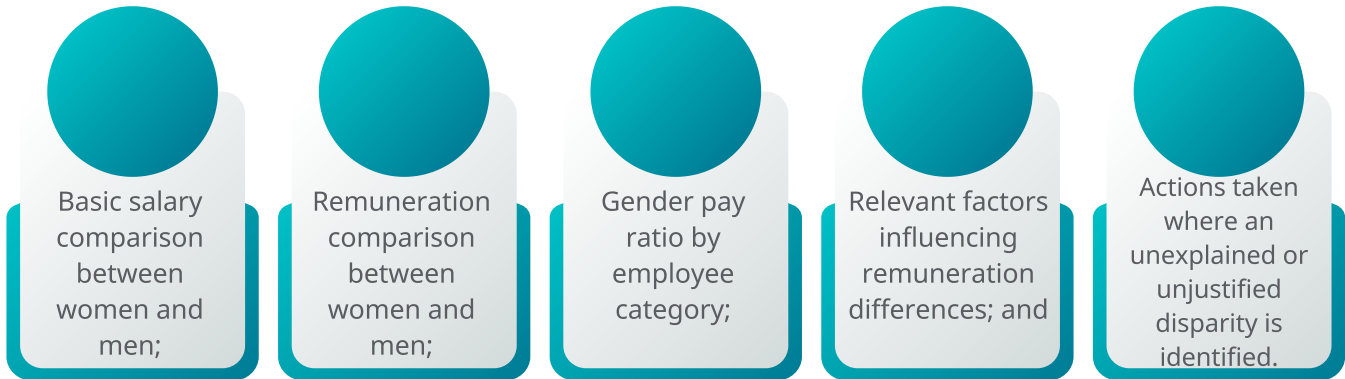
Compensation-related information is communicated during onboarding, including through explanations of offer and employment terms.

The Company's approach also includes documented processes for overtime and additional working hours. Eligible overtime is recorded and compensated in accordance with applicable legal requirements and Company policy.

Pay Equity (GRI 405-2)

As part of strengthening DEI reporting, Shilpa Pharma can monitor remuneration outcomes across comparable employee categories and gender groups to identify potential differences and understand the factors contributing to them.

The ASR should disclose, where validated:



Preventing Discrimination and Harassment (GRI 406-1)

A Respectful Workplace

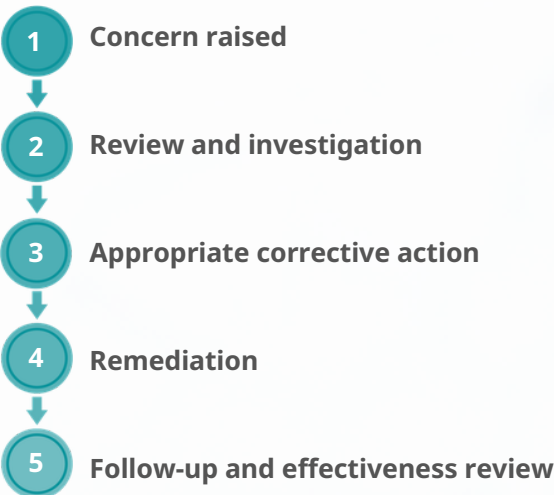
Shilpa Pharma's DEI approach is supported by mechanisms designed to prevent, address and remediate discrimination and harassment.

The Company's grievance and remediation framework specifically recognises discrimination and harassment as matters that may be investigated and addressed through formal processes. Serious or sensitive cases may be escalated to the Grievance Redressal Committee, with confidentiality and non-retaliation safeguards built into the investigation process.

For serious human-rights-related cases, the Remediation Committee includes representatives from HR, Compliance/Ethics, EHS, Legal where required, employee/worker representation and external expertise where appropriate. Its responsibilities include reviewing discrimination and harassment cases and designing proportionate remedies.

Where a discrimination or harassment violation is established, the Handbook provides for proportionate remediation, which may include disciplinary action, sensitivity training and workplace adjustments for affected employees.

This creates a clear pathway:



Awareness and Training for an Inclusive Workplace (GRI 406-1)

Building Awareness Through Everyday Behaviour

DEI is strengthened when employees understand not only what the Company's policies require, but also how those principles should influence everyday workplace behaviour.

Shilpa Pharma's approach includes awareness and capability-building activities designed to support professional conduct, respectful interactions and inclusive employment practices. Recruitment personnel and hiring managers receive training related to bias-free and inclusive hiring, while managers and teams supporting employees with disabilities receive awareness training to promote empathy and understanding.

Going forward, DEI-related learning can be integrated into the Company's broader employee capability-development programme through topics such as:

- **Equal opportunity and non-discrimination;**
- **Respectful workplace behaviour;**
- **Prevention of harassment;**
- **Inclusive recruitment;**
- **Unconscious bias awareness;**
- **Inclusive leadership;**
- **Supporting employees with disabilities; and**
- **Appropriate handling and escalation of workplace concerns.**

The ASR can track number of employees trained, training hours and percentage of employees covered, once validated through HR learning records.

Inclusion and Support for Underrepresented Group (GRI 405-1)

Creating Spaces for Belonging

Shilpa Pharma's goes beyond a general commitment to diversity by describing mechanisms intended to create stronger support networks within the workplace.

It identifies voluntary affinity and support groups, including:

- Working-parent affinity groups;**
- Women's support circles focused on mentorship, safety awareness and career growth;**
- Cultural celebration groups; and**
- Informal networks for underrepresented employees facilitated with HR. These groups are intended to provide peer support, encourage dialogue and strengthen a sense of belonging. HR provides guidance and resources to support their functioning. These initiatives provide a practical way of translating DEI from a policy commitment into employee experience**

Accessibility and Inclusion for Employees with Disabilities (GRI 405-1)

Enabling Every Employee to Contribute

Shilpa Pharma recognises that inclusion also means ensuring employees with disabilities can perform their roles effectively and participate fully in workplace life.

It identifies measures including accessible infrastructure such as ramps, handrails and accessible restrooms, along with role-based accommodations such as adjustable workstations, visual or audio support tools and modified shift timings, where appropriate.

Managers and teams may also receive awareness training to improve understanding and support for employees with disabilities. Requests for workplace adjustments can be made confidentially to HR, which coordinates with relevant departments to facilitate appropriate arrangements.

This approach reflects the Company's broader commitment to equity, dignity and employee wellbeing.

Employee Voice, Grievance and Remediation (GRI 406-1)

Creating Safe Channels to Speak Up

A truly inclusive workplace requires employees to feel confident that concerns will be heard and addressed fairly. Shilpa Pharma provides grievance mechanisms through which employees and relevant stakeholders can raise workplace concerns.

It establishes defined processes for acknowledgement, investigation, resolution and escalation. Grievances are acknowledged within two working days, with a reference number, assigned grievance officer and expected resolution timeline.

For serious, sensitive or unresolved matters, the Grievance Redressal Committee may conduct a detailed investigation. Confidential interviews and supporting documentation may be used while maintaining confidentiality and non-retaliation.

Where remediation is required, the Company follows a structured process covering:

- Identification & Validation
- Impact Assessment
- Remedy Design
- Approval & Implementation
- Communication
- Monitoring & Closure

Monitoring Diversity and DEI Performance (GRI 405-1, 405-2, 406-1)

Turning Commitment into Measurable Progress

Shilpa Pharma recognises that DEI requires continuous monitoring rather than a one-time policy commitment.

The Company can progressively strengthen its DEI dashboard by monitoring:

DEI Indicator	Purpose
Total workforce	Understand workforce scale
Women employees (%)	Monitor gender representation
Women in management (%)	Track representation in leadership
Workforce by age group	Monitor age diversity
New hires by gender	Assess recruitment diversity
Promotions by gender	Assess equitable career progression
Internal mobility	Track career opportunities within the organisation
Training coverage	Measure access to capability development
Gender pay ratio	Assess pay equity
Discrimination/harassment cases	Monitor workplace concerns
Grievances resolved	Assess responsiveness
Employees supported through workplace accommodations	Monitor disability inclusion
Employee engagement score	Understand employee experience

The Company's existing sustainability dashboard already identifies total employees, women employees, average training hours and employee engagement score as relevant social indicators.

Listening, Learning and Continuous Improvement (GRI 405, 406)

Using Employee Feedback to Strengthen Inclusion

For Shilpa Pharma, DEI is ultimately reflected in how employees experience the workplace—from recruitment and onboarding to development, promotion, remuneration and day-to-day interactions.

The Company therefore encourages open communication and collaboration between employees and management, consistent with its Social Responsibility Policy's focus on social dialogue.



Insights from these channels can help HR and management identify areas requiring improvement and strengthen initiatives such as mentoring, career development, women's support networks, working-parent support, disability accommodation and inclusive leadership.

Fair Wages, Benefits & Employee Well-being

(GRI 201, 202, 401)

At Shilpa Pharma Lifesciences Limited, fair employment extends beyond remuneration to include equitable compensation, employee benefits, supportive working conditions, leave provisions, health and well-being, and accessible channels for raising workplace concerns. We seek to create a work environment where employees are treated fairly, supported through different stages of their personal and professional lives, and provided with appropriate opportunities to raise concerns and seek resolution.

Fair & Transparent Compensation (GRI 202-1)

Shilpa Pharma is committed to maintaining fair, transparent and competitive compensation practices. Employees are provided with information regarding their compensation structure and the factors that influence remuneration and career progression. Compensation is determined with consideration to role, responsibilities, skills, experience and performance.

The Company provides applicable bonus and incentive arrangements in accordance with its internal practices and applicable requirements, while maintaining appropriate processes for communicating employment and compensation terms.

Living Wage & Wage Adequacy (GRI 202-1)

Shilpa Pharma recognises fair wages as an important element of responsible employment. The Company seeks to ensure that employee compensation meets applicable statutory wage requirements and supports fair and equitable employment practices.

The Company may further strengthen its wage assessment by comparing relevant employee wage levels against recognised living-wage benchmarks and identifying opportunities to address any gaps, where applicable.

Employee Benefits & Family Support (GRI 401-2, GRI 401-3)

Employee well-being is supported through applicable employment benefits and welfare provisions. These include health insurance and other benefits designed to support employees and their eligible family members.

The Company also provides leave provisions that support employees during important personal and family circumstances, including maternity, paternity and applicable caregiver-related needs.

Working Hours, Rest & Overtime (GRI 401-2)

Shilpa Pharma manages working hours in accordance with applicable requirements and operational needs. Attendance and working hours are monitored through established systems, while overtime is subject to appropriate approval and applicable compensation requirements. The Company seeks to ensure that working-hour practices support employee safety, adequate rest and compliance with applicable statutory requirements.

Leave & Work-Life Balance (GRI 401-3)

The Company recognises the importance of enabling employees to balance professional responsibilities with personal and family needs. Appropriate leave provisions are provided for eligible employees, including maternity, paternity and caregiver-related leave. Shilpa Pharma continues to review employee needs and workplace practices to identify opportunities to strengthen work-life balance and employee support.

Health, Wellness & Employee Support (GRI 403-3, GRI 403-6)

Shilpa Pharma's employee well-being approach encompasses both physical and mental health. Employees have access to applicable healthcare benefits, while occupational health measures support employees who may be exposed to workplace health risks. Periodic health check-ups, health monitoring and wellness initiatives contribute to early identification of potential health concerns and promote employee well-being.

Mental Health & Psychological Well-being (GRI 403-6)

The Company recognises mental health as an important component of overall employee well-being. Awareness and wellness initiatives support employees in managing workplace and personal challenges, while appropriate communication and grievance channels provide avenues for raising concerns. Shilpa Pharma seeks to promote a workplace culture where employees can communicate concerns and access appropriate support without fear of retaliation.

Employee Feedback & Engagement (GRI 2-29)

Employee feedback provides an important input for understanding workplace experience, satisfaction and well-being. Shilpa Pharma encourages open communication through appropriate employee engagement and feedback mechanisms. Feedback relating to working conditions, remuneration, benefits and employee well-being can be reviewed to identify areas requiring attention and improvement.

Grievance & Workplace Concerns (GRI 2-25, GRI 2-26)

Shilpa Pharma provides appropriate channels through which employees and relevant workers can raise concerns relating to working conditions, remuneration, benefits and other employment matters. Reported concerns are reviewed through established processes, with appropriate investigation, corrective action and follow-up where required. Confidentiality and protection against retaliation are important elements of the grievance process.

Recognition & Performance (GRI 404-3)

Employee contribution and performance are considered through established performance-management processes. Performance outcomes can support decisions relating to development, career progression, recognition and applicable remuneration or incentive arrangements. This approach seeks to ensure that employee contribution is recognised through a structured and transparent process.

Continuous Improvement

Shilpa Pharma continues to strengthen its employee practices by considering employee feedback, workplace requirements and relevant performance indicators. Insights from engagement, grievances, working conditions and employee well-being can be used to identify improvement opportunities and enhance compensation, benefits and employee-support practices.

Three-Year Employee Well-being Indicators

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Employees Covered by Health Insurance	100%	100%	100%
Employees Covered by Health Check-ups	100%	100%	100%
Average Employee Benefits per Employee	100%	100%	100%
Employees Taking Parental Leave	100%	100%	100%
Employees Returning After Parental Leave	100%	100%	100%

Living Wage & Wage Adequacy — Performance & Commitments (GRI 202-1)

Shilpa Pharma benchmarks employee wage levels against a recognised living wage methodology — including the Anker Methodology and the Global Living Wage Coalition framework — reviewing take-home pay annually in line with the Code on Wages, 2019 and applicable state minimum wage notifications.

Living Wage KPI Performance (FY 2023–24 to FY 2025–26)

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Average Salary above Minimum Wage	100%	100%	100%
Living Wage Benchmarking Coverage	100%	100%	100%
Subcontractor Wage Rule Coverage	100%	100%	100%
Employees Paid Below Living Wage	0.08%	0.09%	0.09%
All Workers Below Living Wage	9.2%	9.6%	9.6%
Avg. Wage Gap vs. Benchmark	9.2%	9.5%	9.5%

Our Commitments to Fair & Living Wages

- Complete a living wage gap analysis across all sites by FY 2026–27, updated annually through FY 2030–31.
- Pay all permanent employees at or above the living wage benchmark by FY 2026–27, sustained through FY 2030–31.
- Extend living wage coverage to contract workers — 50% by FY 2027–28, 75% by FY 2029–30, 100% by FY 2030–31.
- Embed living wage clauses in all new and renewed contractor agreements from FY 2027–28.
- Apply the Anker Methodology or Global Living Wage Coalition benchmarks, aligned with the Code on Wages, 2019.

Learning, Development & Talent Management

(GRI 404-1, GRI 404-2, GRI 404-3)

At Shilpa Pharma Lifesciences Limited, we view learning and development as an important part of building a capable workforce and supporting long-term business growth. Our approach connects employee performance, capability development, career aspirations and internal opportunities, enabling employees to strengthen their skills while preparing for evolving responsibilities.

Building Employee Capabilities (GRI 404-2)

Shilpa Pharma supports employee development through training and learning opportunities relevant to job responsibilities, technical requirements and professional growth. Employee records include participation in training programmes as well as performance reviews, coaching and mentoring, providing a basis for understanding employee development over time.

Training needs should be identified through role requirements, performance discussions, identified skill gaps and individual development needs, with appropriate learning interventions used to strengthen required capabilities.

Technical, Functional & Role-Specific Training (GRI 404-1, GRI 404-2)

Learning programmes may address the technical, functional and behavioural capabilities required for employees to perform their responsibilities effectively. Training can be aligned with job requirements, operational needs and areas identified through employee performance discussions.

The Company maintains training participation records alongside employee performance, coaching and mentoring records, supporting a structured approach to employee capability development.

Performance Management & Development Needs (GRI 404-3)

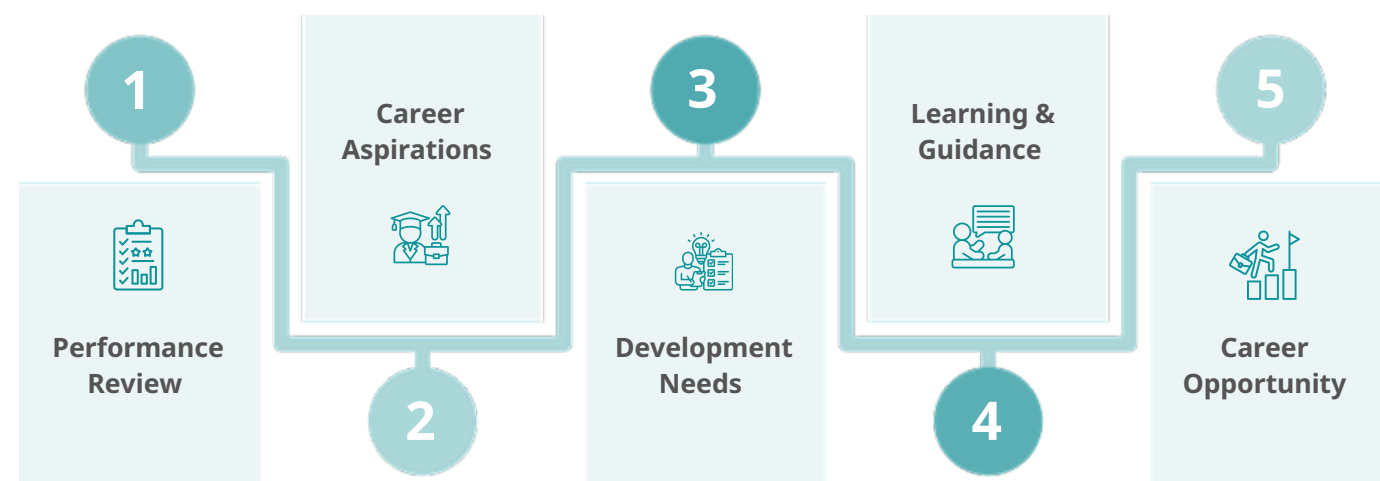
Performance management provides an important connection between employee contribution and development. At Shilpa Pharma, performance reviews are conducted by the employee's immediate superior or management using the Performance Review/Appraisal process.

Performance discussions provide an opportunity to identify strengths, areas for improvement, development requirements and future career interests. Performance records also include coaching and mentoring, supporting ongoing employee development.

Career Planning & Professional Growth (GRI 404-2)

Shilpa Pharma encourages employees to consider career opportunities aligned with their skills and career goals. Career aspirations are incorporated into the annual performance appraisal process, allowing employees to discuss their professional interests and potential career paths.

Career development can therefore connect:



This approach supports employees in building capabilities relevant to their current responsibilities as well as potential future roles.

Internal Mobility & Cross-Functional Development (GRI 404-2)

Growing Talent from Within

Shilpa Pharma has established internal mobility mechanisms that provide employees with opportunities to develop their careers within the organisation. Open positions are shared internally through the Internal Job Posting (IJP) platform and HR announcements before being opened externally.

Internal movement includes:

- **Vertical mobility** through performance-based promotions into leadership or senior technical roles.
- **Horizontal mobility** through transfers across functions such as Quality, Regulatory Affairs and Production.
- **Geographical mobility** through relocation opportunities between Company sites.
- **Transversal mobility** through cross-functional assignments that broaden employee capabilities.

Internal applications are assessed through an open, transparent and merit-based process considering performance, experience, skill fit and role readiness.

HR and line managers coordinate the process, while training and guidance may be provided to employees preparing for new roles. Internal hiring and transfers are monitored quarterly and the process is reviewed annually.

Leadership Development & Future Capabilities (GRI 404-2)

Developing employees for greater responsibility is supported through performance-based career progression, leadership opportunities and senior technical roles. Internal mobility provides a pathway for employees who demonstrate the required performance, experience, skills and readiness to progress into higher responsibilities.

Where leadership-development programmes, succession plans or structured talent-pool initiatives are formally implemented, these can be incorporated into future ASR disclosures.

Equitable Access to Learning Opportunities (GRI 404-2)

- Shilpa Pharma's learning approach should provide relevant development opportunities across employee categories based on role requirements, performance and identified development needs.
- Training opportunities can include technical, functional, behavioural, compliance, safety and role-specific learning, with development needs identified through performance and career discussions.

Equitable Access to Learning Opportunities (GRI 404-2)

Shilpa Pharma's learning approach should provide relevant development opportunities across employee categories based on role requirements, performance and identified development needs.

Training opportunities can include technical, functional, behavioural, compliance, safety and role-specific learning, with development needs identified through performance and career discussions.

Training Effectiveness & Development Review (GRI 404-2)

Learning effectiveness should be reviewed not only through training completion but also through employee development outcomes. Feedback from performance reviews, coaching and mentoring can help identify whether additional learning or support is required.

The Company can progressively strengthen its approach by assessing:



Measuring Investment in Employee Development (GRI 404-1, GRI 404-3)

Shilpa Pharma can track average training hours per employee as an important workforce-development indicator.

The Company's sustainability reporting framework already identifies average training hours as a relevant social performance indicator.

Three-Year Learning & Development Indicators

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Average training hours per employee	174	239	253
Total training hours	54494	42567	144530
Employees receiving training	100%	100%	100%
Employees receiving performance reviews	100%	100%	100%

Continuous Learning & Talent Improvement (GRI 404-2, GRI 404-3)

Shilpa Pharma's learning and talent approach is intended to evolve with employee needs and business requirements. Performance feedback, career discussions, internal mobility outcomes and training information can be used to identify capability gaps and strengthen future development programmes. The Company's internal mobility process is monitored quarterly and reviewed annually, with training and guidance provided to employees preparing for new roles.

Employee Engagement & Culture

(GRI 2-29, 2-30)

At Shilpa Pharma Lifesciences Limited, employee engagement is built around open communication, participation, feedback and a culture of mutual respect. We seek to create an environment where employees can share their views, raise workplace concerns and contribute to improvements in organisational practices. Social dialogue, employee feedback and engagement are important elements of our approach to strengthening workplace culture.

Employee Engagement & Feedback (GRI: 2-29)

Shilpa Pharma seeks to understand employee experience, satisfaction and workplace concerns through appropriate feedback and engagement mechanisms. Regular employee satisfaction surveys, feedback mechanisms and employee-management interactions provide opportunities to understand employee perspectives and identify areas requiring attention.

Feedback may cover employee satisfaction, workplace culture, working conditions, well-being and opportunities for improvement.

Open Communication & Social Dialogue (GRI: 2-29)

We encourage open communication and collaboration between employees and management to address workplace matters and promote mutual respect. Employee-management forums, team meetings, internal communications and other workplace interactions provide opportunities for employees to communicate their views and raise suggestions.

The Company also supports social dialogue through structured employee-management interactions and feedback channels.

Employee Participation & Workplace Discussions (GRI: 2-29)

Employees are provided opportunities to participate in workplace discussions through appropriate forums, meetings and town-hall interactions. These channels encourage employees to raise suggestions, discuss workplace matters and contribute to improvements.

Employee participation helps management understand workplace experiences and identify areas where practices can be strengthened.

Respectful & Collaborative Workplace Culture (GRI: 2-29, 406-1)

Shilpa Pharma promotes a workplace culture based on dignity, respect, inclusion, professional conduct and ethical behaviour. The Company seeks to maintain an environment in which employees are treated fairly and are able to contribute regardless of their background.

Measures relating to diversity, non-discrimination, harassment prevention and respectful workplace behaviour complement the Company's broader employee-engagement approach.

Recognition & Employee Contribution (GRI: 404-3)

Employee contribution and performance are recognised through established performance-management and recognition practices. Recognition initiatives provide opportunities to acknowledge employees who make meaningful contributions to organisational and social-responsibility objectives.

Performance discussions also provide an opportunity to recognise contribution and identify areas for employee development.

Employee Grievance & Concern Resolution (GRI: 2-25, 2-26)

Shilpa Pharma provides appropriate channels through which employees and relevant workers can raise workplace concerns. These include grievance mechanisms, suggestion channels, reporting to supervisors or HR and other designated communication channels.

Reported concerns are reviewed through established processes, with appropriate investigation, resolution and follow-up. Confidentiality and non-retaliation principles support employees in raising concerns without fear of adverse consequences.

Employee Well-being & Support (GRI: 403-6, 401-2)

Employee engagement is supported by initiatives addressing employee health, safety, well-being and workplace support. The Company provides appropriate channels for employees to communicate personal or workplace concerns and seeks to address issues that may affect employee experience.

Employee well-being measures are complemented by the Company's occupational health, safety and employee-benefit practices.

Employee Well-being & Support (GRI: 403-6, 401-2)

Employee engagement is supported by initiatives addressing employee health, safety, well-being and workplace support. The Company provides appropriate channels for employees to communicate personal or workplace concerns and seeks to address issues that may affect employee experience.

Employee well-being measures are complemented by the Company's occupational health, safety and employee-benefit practices.

Inclusive Workplace & Employee Support (GRI: 405-1, 406-1)

Shilpa Pharma seeks to create an inclusive workplace where employees feel respected, valued and able to contribute. Employee support and inclusion initiatives can provide opportunities for peer interaction, mentoring, dialogue and participation. These efforts complement the Company's broader commitment to diversity, equity, equal opportunity and non-discrimination.

Employee Communication & Awareness (GRI: 2-29)

Regular communication, workshops, training sessions, internal communications and workplace interactions help employees understand organisational expectations, social-responsibility priorities and relevant workplace practices. Employee awareness initiatives may cover areas such as diversity and inclusion, ethical conduct, human rights, workplace responsibilities and appropriate channels for raising concerns.

Employee Communication & Awareness (GRI: 2-29)

Regular communication, workshops, training sessions, internal communications and workplace interactions help employees understand organisational expectations, social-responsibility priorities and relevant workplace practices.

Employee awareness initiatives may cover areas such as diversity and inclusion, ethical conduct, human rights, workplace responsibilities and appropriate channels for raising concerns.

Employee Suggestions & Workplace Improvement (GRI: 2-29)

Employee suggestions and feedback are used as inputs for identifying opportunities to improve workplace practices. Suggestions may be raised through established communication channels, forums, meetings and grievance or feedback mechanisms. Management can review recurring themes and employee concerns to identify appropriate improvement actions.

Engagement & Culture Performance (GRI: 2-29, 2-25)

The Company can monitor employee engagement and workplace-culture indicators to understand trends and identify improvement opportunities.

Indicator	FY 2023-24	FY 2024-25	FY 2025-26
% of the total workforce across all locations who received career- or skills related training	100	100	100
Awareness Session conducted on Career Management	4	10	10

Management Review & Continuous Improvement (GRI: 2-29, 2-25, 2-26)

Employee feedback, engagement outcomes and workplace concerns provide inputs for strengthening employee practices. Relevant functions review social-performance indicators and employee-related concerns to identify areas for improvement.



Community Development & CSR

(GRI 203, 413)

At Shilpa Pharma Lifesciences Limited, our community development approach reflects our commitment to creating positive social value beyond our business operations. Our CSR initiatives focus on addressing relevant community needs, with emphasis on healthcare, community well-being, education, skill development and support for underserved communities.

1 Healthcare & Community Well-being (GRI: 413-1)

As a pharmaceutical company, Shilpa Pharma focuses its community initiatives on areas where our capabilities can contribute meaningfully to community well-being. Our CSR priorities include rural healthcare, health awareness, health camps and support for communities with limited access to healthcare services.

Where undertaken, initiatives may also address specific health needs such as tuberculosis, diabetes, maternal and child health and lifestyle-related health awareness.



2

Community Health, Sanitation & Basic Needs (GRI: 203-1, 413-1)

Our community-development initiatives also consider basic factors that influence community health and well-being. Where identified as relevant, support may include sanitation, clean-water access and other community needs, particularly for communities associated with our operational locations.



3

Education & Skill Development (GRI: 203-2, 413-1)

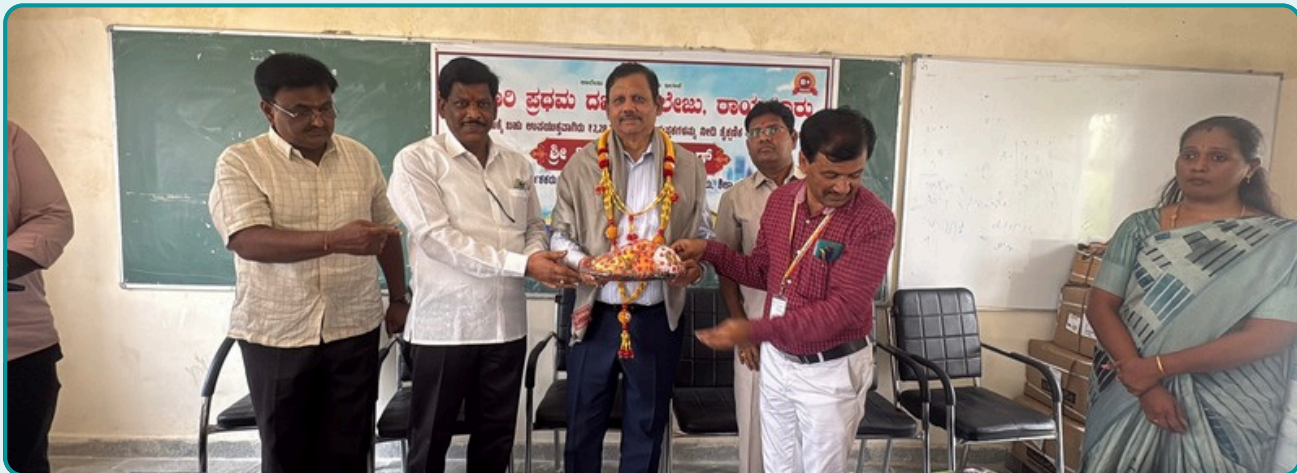
Shilpa Pharma recognises education and skill development as important enablers of long-term community development. Where undertaken, our initiatives support learning, vocational skills and capability development to help strengthen opportunities for beneficiaries.



4

Community Engagement & Partnerships (GRI: 413-1)

We engage with relevant communities, beneficiaries and implementation partners to understand local priorities and support effective delivery of CSR programmes. Collaboration with appropriate organisations helps strengthen programme implementation and align initiatives with identified community needs.



5

Community Feedback & Grievance (GRI: 413-1, 2-25, 2-26)

Community feedback is an important part of responsible engagement. Shilpa Pharma provides appropriate channels through which community members and external stakeholders can raise concerns or provide feedback relating to Company activities.

Where relevant, concerns relating to community health, land, water access or other community impacts are reviewed through appropriate stakeholder-engagement and grievance processes.

Monitoring Community Impact

We seek to understand the reach and effectiveness of our CSR initiatives through appropriate monitoring. Relevant indicators may include CSR expenditure, beneficiaries reached, communities covered, healthcare initiatives, health-awareness programmes and education or skill-development initiatives.

Indicator	FY 2023-24	FY 2024-25	FY 2025-26
CSR expenditure (in Lakhs)	295.61	513	366.37

Community Impact & Continuous Improvement (GRI: 413-2)

Our approach follows a continuous cycle of understanding community needs, identifying priorities, implementing initiatives, engaging stakeholders, reviewing outcomes and incorporating feedback into future programmes. Where significant actual or potential negative impacts on local communities are identified, appropriate assessment, engagement and mitigation measures are considered.

Health Initiative Photos









Education Activity Photos





Environment Initiative Photos







RESPONSIBLE SOURCING & SUPPLY CHAIN MANAGEMENT

- Sustainable Supply Chain & Responsible Procurement
- Supplier Sustainability & Risk Management



Sustainable Supply Chain & Responsible Procurement

(GRI 2-6, GRI 308-1, GRI 414-1)

At Shilpa Pharma Lifesciences Limited, responsible procurement is an integral part of maintaining a resilient, compliant and responsible value chain. As a pharmaceutical company operating across manufacturing, sourcing and supply-chain activities, we recognise that the quality and sustainability of our products are supported by responsible relationships with suppliers and business partners.

Our supplier-management approach considers relevant quality, regulatory, ethical, environmental and social expectations alongside commercial and operational requirements. We seek to work with suppliers that meet applicable requirements and maintain appropriate standards throughout the supplier relationship. Through supplier due diligence, engagement, assessment and performance monitoring, we work to identify potential risks and strengthen responsible practices across our value chain.

Responsible Procurement & Supplier Selection (GRI 2-6, GRI 308-1, GRI 414-1)

Supplier selection and onboarding are guided by defined quality, regulatory, compliance and business requirements, with relevant environmental and social considerations incorporated according to the nature and risk profile of the supplier and the goods or services being sourced. A structured supplier-selection approach helps establish clear expectations from the beginning of the business relationship and supports consistent evaluation of suppliers. Relevant considerations may include supplier capability, product and service quality, regulatory compliance, responsible business practices and sustainability-related requirements. Shilpa Pharma also supports fair and consistent supplier engagement by considering suitable suppliers against defined requirements rather than limiting assessment to commercial factors alone.

Environmental & Social Procurement Considerations (GRI 2-6, GRI 308-1, GRI 414-1)

Responsible procurement extends beyond the purchase of materials and services to consideration of their potential environmental and social impacts. Relevant sustainability factors are incorporated into procurement and supplier-management decisions based on the nature and risk profile of the sourcing activity.

These considerations include:

- **Environmental compliance and responsible environmental practices**
- **Applicable labour and human-rights expectations**
- **Ethical business conduct**
- **Regulatory and legal compliance**
- **Quality and product requirements**
- **Responsible sourcing expectations**
- **Relevant supply-chain sustainability risks**

This approach helps integrate responsible business considerations into procurement decisions while maintaining the quality and regulatory requirements of pharmaceutical manufacturing.

Supplier Due Diligence & Pre-Qualification (GRI 308-1, GRI 414-1)

Relevant suppliers are assessed before engagement to understand potential quality, regulatory, environmental, social and compliance risks. Supplier due diligence provides a basis for determining whether a supplier is suitable for engagement and whether additional controls or assessments are required.



The level of due diligence is aligned with the nature and risk profile of the supplier relationship. Higher-risk suppliers or activities may require greater attention to sustainability, compliance and performance expectations.

Through this approach, potential risks can be identified at an early stage and incorporated into supplier-management decisions.

Supplier Sustainability Requirements & Engagement (GRI 414-1)

Shilpa Pharma communicates relevant expectations to suppliers regarding legal and regulatory compliance, responsible business conduct, labour practices, human rights, environmental responsibility and applicable quality requirements.

Supplier relationships are managed with an emphasis on clear expectations and appropriate communication. This supports alignment between the Company's responsible-business principles and the practices of relevant suppliers and business partners.

Supplier Compliance & Relationship Management

Suppliers are expected to comply with applicable laws, regulations, quality standards and relevant Company requirements.

Supplier engagement supports ongoing communication of requirements, clarification of expectations and discussion of relevant operational or sustainability concerns.

Where sustainability or compliance gaps are identified, appropriate engagement and follow-up are undertaken based on the nature and significance of the issue.

This engagement-oriented approach supports constructive supplier relationships while maintaining accountability for applicable requirements.

Supplier Sustainability & Risk Management

(GRI 308-2, GRI 414-2)

Managing supplier sustainability is an ongoing process at Shilpa Pharma. Our approach focuses on understanding significant risks within the supplier base, assessing relevant environmental and social performance, addressing identified gaps and monitoring progress over time.

The process supports a risk-based approach in which supplier performance and sustainability considerations are incorporated into ongoing supplier management.

Environmental & Social Supplier Risk Assessment (GRI 308-2, GRI 414-2)

Relevant environmental, social, labour, human-rights and compliance risks are considered across the supplier base. Greater attention is given to suppliers, activities or sourcing relationships that may present potentially significant sustainability impacts.

Risk assessment supports the identification and prioritisation of areas requiring enhanced supplier review, engagement or corrective action.

Relevant risk considerations may include:

Environmental impacts and compliance

Labour and working conditions

Human-rights risks

Ethical business practices

Regulatory compliance

Supply-chain resilience

Other material sustainability risks relevant to the supplier relationship

Supplier Sustainability Assessment & Performance Review (GRI 308-2, GRI 414-2)

Relevant suppliers are reviewed through appropriate supplier assessments, questionnaires, audits or compliance evaluations, depending on the nature and risk profile of the relationship.

These reviews help assess alignment with applicable environmental, social, quality, regulatory and responsible-sourcing expectations. Supplier assessments also provide an opportunity to identify areas requiring improvement and strengthen the Company's understanding of sustainability risks within the value chain.

Supplier Audits & Compliance Evaluation (GRI 308-2, GRI 414-2)

Risk-based supplier audits and compliance reviews provide a mechanism for evaluating supplier performance against applicable requirements. Reviews may examine relevant areas such as quality systems, regulatory compliance, environmental practices, labour conditions and responsible business requirements, according to the scope of the assessment. Findings from supplier reviews provide inputs for supplier-management decisions and corrective-action processes.

Corrective Action & Supplier Development (GRI 308-2, GRI 414-2)

Where supplier assessments identify gaps, non-conformities or areas requiring improvement, appropriate corrective actions and follow-up are initiated.

Supplier engagement focuses on addressing the underlying issue, strengthening relevant controls and preventing recurrence. Corrective actions are followed up according to the significance and nature of the identified concern.

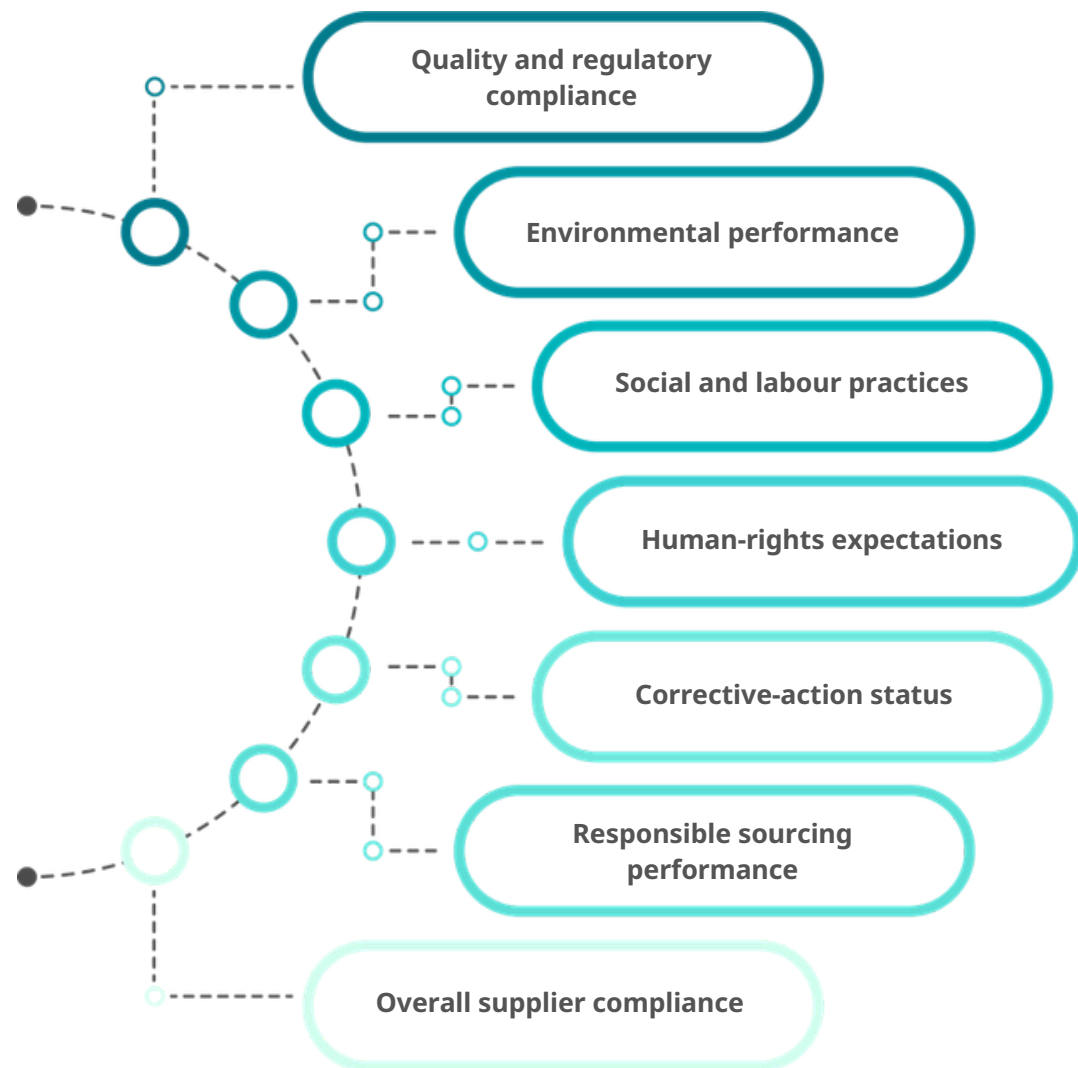
This approach supports a shift from simply identifying supplier gaps towards supplier improvement and risk prevention.

Supplier Performance Monitoring (GRI 308-2, GRI 414-2)

Supplier performance is monitored against relevant quality, compliance, environmental, social and responsible-sourcing expectations.

Performance information and findings from supplier assessments provide inputs into supplier-management and procurement decisions. Monitoring also helps identify recurring issues, emerging risks and opportunities to strengthen supplier performance.

Key areas of supplier performance monitoring may include:



Supplier Risk Escalation & Corrective Follow-up (GRI 414-2)

Significant or unresolved supplier concerns are addressed through appropriate procurement, compliance and management channels.

Escalation supports timely attention to material supplier risks and enables the Company to determine appropriate corrective or preventive measures. Follow-up is undertaken to assess whether agreed actions have been implemented and whether further intervention is required.

Supplier Engagement & Continuous Improvement (GRI 308-2, GRI 414-2)

Shilpa Pharma views supplier sustainability as an ongoing process of assessment, engagement, improvement and monitoring. Findings from supplier reviews, corrective actions and relevant stakeholder feedback provide inputs for strengthening responsible procurement practices.

The Company continues to strengthen supplier engagement and risk-management practices in line with evolving business, regulatory, quality and sustainability expectations.

Supplier Sustainability Performance

Supplier Sustainability Indicator	FY 2023-24	FY 2024-25	FY 2025-26	Unit
Suppliers evaluated for ESG Performance	10	15	18	%
Suppliers in agreement with company's Supplier Code of Conduct	100	100	100	%
Suppliers subject to sustainability assessment/audit	50	90	90	%
Integration of sustainability clauses in supplier contracts	100	100	100	%



PERFORMANCE & ANNEXURES

- SDG Alignment
- UN Global Compact Alignment



SDG Alignment

The Sustainable Development Goals (SDGs) are a set of 17 global objectives established by the United Nations to address critical global challenges like poverty, inequality, and climate change by 2030. Shilpa Pharma aligns its sustainability roadmap with the UNGC, SDGs, PSCI, NDC and SBTi frameworks.

Pillars	Goals	Objectives	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
ADVANCING PEOPLE	Talent & Learning	Strengthen PhD-led R&D Capability				✓		
		Expand Scientific & Technical Training				✓		
		Support Internal Career Growth						
		Encourage Cross-Functional Knowledge Sharing				✓		
	Health, Safety & Well-Being	Uphold Workplace Health & Safety Standards			✓			
		Guarantee Fair Wages & Decent Work	✓					
		Promote Employee Well-Being Programs			✓			
		Sustain Zero-Observation Audit Culture			✓			
	Diversity & Women Empowerment	Promote Gender Diversity in the Workforce					✓	
		Enhance Career Opportunities for Women					✓	

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
		✓								
	✓									
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									✓	
			✓							
	✓									

Pillars	Goals	Objectives	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
ADVANCING PEOPLE	Diversity & Women Empowerment	Ensure Equal Representation in Leadership					✓	
	Community & CSR	Support Local Community Health Initiatives			✓			
		Contribute to Regional Employment (Raichur)	✓					
		Advance CSR & Social Investment Programs	✓					
CARING FOR THE ENVIRONMENT	Energy & Carbon	Source ~88% of Energy from Renewables						
		Operate UNFCCC-Registered Biomass Steam Generation						
		Operate 16 MW of Windmill Capacity						
		Deliver Annual Energy Savings (20,435 GJ)						
		Align Emissions Reduction with SBTi Targets						
		Maintain Zero Liquid Discharge Operations						✓
		Recycle 65,000+ KL of Water Annually						✓

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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Pillars	Goals	Objectives	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
CARING FOR THE ENVIRONMENT	Water & Waste	Reduce Raw Water Consumption Year-on-Year						✓
		Segregate & Treat Effluents by COD / TDS						✓
		Advance Green Chemistry & Waste Minimization						
	Biodiversity	Maintain Green Belt Across 33% of Site Area						
		Protect Local Flora & Fauna						
RESPONSIBLE BUSINESS & PRODUCT ETHICS	Quality & Compliance	Sustain Zero-Observation USFDA Audit Record						
		Uphold Global Regulatory Accreditations (EMA, TGA & more)						
		Protect IP & Data Integrity for Partner Molecules						
		Maintain EcoVadis Sustainability Rating						

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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Pillars	Goals	Objectives	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
RESPONSIBLE BUSINESS & PRODUCT ETHICS	Supply Chain & Partnerships	Align with PSCI Supply Chain Principles						
		Commit to UNGC & NGRBC Principles						
		Advance Pfizer Partner Sustainability Initiatives						
		Expand Global CDMO Partnerships Across 15+ Countries						

7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
					✓					✓
									✓	✓
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		✓								✓

SDG Key

<div>1 NO POVERTY</div> <div>No Poverty</div>	<div>10 REDUCED INEQUALITIES</div> <div>Reduced Inequalities</div>
<div>2 ZERO HUNGER</div> <div>Zero Hunger</div>	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>Sustainable Cities and Communities</div>
<div>3 GOOD HEALTH AND WELL-BEING</div> <div>Good Health and Well-Being</div>	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>Responsible Consumption and Production</div>
<div>4 QUALITY EDUCATION</div> <div>Quality Education</div>	<div>13 CLIMATE ACTION</div> <div>Climate Action</div>
<div>5 GENDER EQUALITY</div> <div>Gender Equality</div>	<div>14 LIFE BELOW WATER</div> <div>Life Below Water</div>
<div>6 CLEAN WATER AND SANITATION</div> <div>Clean Water and Sanitation</div>	<div>15 LIFE ON LAND</div> <div>Life on Land</div>
<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>Affordable and Clean Energy</div>	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>Peace, Justice and Strong Institutions</div>
<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>Decent Work and Economic Growth</div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div>Partnerships for the Goals</div>
<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>Industry, Innovation and Infrastructure</div>	



UN Global Compact Alignment (GRI 2-23)

Shilpa Pharma Lifesciences Limited aligns its sustainability and responsible-business approach with the Ten Principles of the United Nations Global Compact (UNGC) across human rights, labour, environment and anti-corruption. This alignment is reflected through the Company's focus on responsible employment, employee health and well-being, diversity and inclusion, prevention of child and forced labour, responsible sourcing, ethical business conduct, anti-bribery and anti-corruption, environmental stewardship, renewable energy, energy conservation, Zero Liquid Discharge, water recycling, waste management, green chemistry and responsible manufacturing. These practices support the Company's stated commitment to the UNGC principles and its broader sustainability agenda

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IN THIS SECTION

Company Information

Company

Shilpa Pharma Life Sciences Limited

www.shilpa.com

Type:
Company

Country:
India

Sector:
Pharmaceuticals and Biotechnology

Sub-sector:
Pharmaceuticals

Ownership:
Privately Held

Global Compact Status:
Active

Participant Since
16 October 2023

Letter of Commitment
Next Communication on Progress (COP) due on:
31 July 2027

Financial Information

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ANNEXURES

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- Independent Assurance Statement



GRI Content Index

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GRI KPIs Roadmap

GRI standards	Indicator	Description
Environmental		
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.
Social		
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.

GRI standards	Indicator	Description
Social		
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.
Governance		
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

GRI KPIs

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Greenhouse Gas (GHG) (Carbon Footprint or intensity)				
Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) 15% Reduction (Target)
3652.71	2655.68	2446.77	4246.14	3104.80/
Scope 2 GHG Emission (Market Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Market Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Market Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Market Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Market Based) 15% Reduction (tCO ₂ eq) (Target)
7091.24	2324.72	9277.92	7992.32	6027.55 /
Scope 2 GHG Emission (Location Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Location Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Location Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Location Based) (tCO ₂ eq) (Actual)	Scope 2 GHG Emission (Location Based) (tCO ₂ eq) (Target)
0	0	0	0	0 /
Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) 15% Reduction (Target)
7,091.24	2324.72	9,277.92	7992.32	6,027.55/
Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) 15% Reduction (Target)
710	961	863	1479.58	603.84 /
Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 15% Reduction (Target)
NA	52.70	55.87	1072.98	44.79

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) (Actual)	Scope 3 Upstream GHG Emission (tCO2eq) 15% Reduction (Actual)
710.42	961.27	862.59	999.70	603.86
% of GHG emissions data are collected form external stakeholder and suppliers (Actual)	% of GHG emissions data are collected form external stakeholder and suppliers (Actual)	% of GHG emissions data are collected form external stakeholder and suppliers (Actual)	% of GHG emissions data are collected form external stakeholder and suppliers (Actual)	% of GHG emissions data are collected form external stakeholder and suppliers (Target)
100%	100%	100%	100%	100 %
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs.) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in lakhs)) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))(Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))(Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.))(Target)
0.1337	0.06019	0.1389	0.1249	0.1023
GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual)	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Target)
45.78	16.86	38.48	95.41	37.59
Budget for GHG emissions management (in cr) (Actual)	Budget for GHG emissions management (in cr) (Actual)	Budget for GHG emissions management (in cr)(Actual)	Budget for GHG emissions management (in cr)(Actual)	Budget for GHG emissions management (in cr) (Target)
1.12 cr	4.32 cr	9.34 cr	9.89 cr	10.01 cr

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of supplier engage on climate action (Actual)	% of supplier engage on climate action (Actual)	% of supplier engage on climate action (Actual)	% of supplier engage on climate action (Actual)	% of supplier engage on climate action (Target)
30 %	42 %	50%	55%	70%
% of supplier partner to achieve GHG emission reduction (Actual)	% of supplier partner to achieve GHG emission reduction (Actual)	% of supplier partner to achieve GHG emission reduction (Actual)	% of supplier partner to achieve GHG emission reduction (Actual)	% of supplier partner to achieve GHG emission reduction (Target)
30%	42%	50%	55%	70%
Total gross annual revenue (in Lakhs) (Actual)	Total gross annual revenue (in Lakhs) (Actual)	Total gross annual revenue (in Lakhs) (Actual)	Total gross annual revenue (in Lakhs) (Actual)	Total gross annual revenue (in Lakhs) (Target)
80368 Rs	82743.03 Rs	84438 Rs	98472 Rs	86384.32 Rs
People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	# People Trained on GHG (Manhours) (Actual)	# People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Target)
NA	450	457	480	800
ESG Area Environmental Risk Assessment 				
% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Actual)	% of operational sites assessed on specific environmental risks (Target)
100 %	100 %	100 %	100%	100 %

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Environmental Complaints				
# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Target)
0	0	0	0	0
ESG Area Energy				
Total Energy consumed from electricity (in KWH)	Total Energy consumed from electricity (in KWH) (Actual)	Total Energy consumed from electricity (in KWH) (Actual)	Total Energy consumed from electricity (in KWH) (Actual)	Total Energy consumed from electricity (in KWH) (Target)
86,47,850	28,35,025	1,13,14,541	97,46,731	62,59,894
Energy Intensity (Kwh/Revenue (in lakh.) (Actual)	Energy Intensity (Kwh/Revenue (in lakh.) (Actual)	Energy Intensity (Kwh/Revenue (in lakh.) (Actual)	Energy Intensity (Kwh/Revenue (in lakh.) (Actual)	Energy Intensity (Kwh/Revenue (in lakh.) (Target)
107.60	34.267	133.99	98.98	80.00
Total energy consumption from renewable energy (in KWH) (Actual)	Total energy consumption from renewable energy (in KWH) (Actual)	Total energy consumption from renewable energy (in KWH) (Actual)	Total energy consumption from renewable energy (in KWH) (Actual)	Total energy consumption from renewable energy (in KWH) (Target)
20180000	2,60,33,000	2,65,34,217	23150484	2,72,47,519
Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Actual)	Renewable Energy against Total Energy (%) (Target)
70%	90.2%	70.1%	70.3%	90%
People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Target)
0	450	457	480	500

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Water				
Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Actual)	Total Water consumption (in Kilo Litres / Year) (Target)
64,106.26	1,00,220	1,25,767	1,45,395	53,938
Total Water recycled and reused (in Kilo Litres / Year) (Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Actual)	Total Water recycled and reused (in Kilo Litres / Year) (Target)
46,004	58,072	48711	62755	55,000
Total Rain Water Harvested (in Kilo Litres / Year) (Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target)
0	0	0	0	1000
Total water consumption per employee (in Litres / Employee / Day) (Actual)	Total water consumption per employee (in Litres / Employee / Day) (Actual)	Total water consumption per employee (in Litres / Employee / Day) (Actual)	Total water consumption per employee (in Litres / Employee / Day) (Actual)	Total water consumption per employee (in Litres / Employee / Day) (Target)
29.6	28.1	31.9	22.124	24
Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Actual)	Total Water Treated (In % of Total Water consumption) (Target)
68.8 %	72.6%	62.5%	43.16%	80 %

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Water Intensity (Water consumed / Revenue (in Lakhs.)	Water Intensity (Water consumed / Revenue (in Lakhs.) (Actual)	Water Intensity (Water consumed / Revenue (in Lakhs.) (Actual)	Water Intensity (Water consumed / Revenue (in Lakhs.)(Actual)	Water Intensity (Water consumed / Revenue (in Lakhs.) (Target)
0.797	1.211	1.49	1.48	1.10
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)
100 / 14	100/ 04	100 / 15	100 / 16	100 /
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)
250 / 80	250 / 60	250 / 62.3	250 / 68.4	250 /
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)
30 / 25	30 / 18	30 / 15	30/22	30 /
People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)
0	450	457	480	500 /

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Air Pollution				
SOx (MT /A) (Limit /Result)	SOx (MT /A) (Limit /Result)	SOx (MT /A) (Limit /Result)	SOx (MT /A) (Limit /Result)	SOx (MT /A) (Limit /Result)
80/ 15.2	80/ 22.70	80/8.23	80/16.2	80/
NOx (MT /A) (Limit /Result)	NOx (MT /A) (Limit /Result)	NOx (MT /A) (Limit /Result)	NOx (MT /A) (Limit /Result)	NOx (MT /A) (Limit /Result)
80/17.6	80/19.28	80 /14.28	80 /20.3	80 /
PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)
100 / 65.8	100/73.6	100/65.8	100/71.5	100 /
PM2.5 (mg/M ³) (Limit /Result)	PM2.5 (mg/M ³) (Limit /Result)	PM2.5 (mg/M ³) (Limit /Result)	PM2.5 (mg/M ³) (Limit /Result)	PM2.5 (mg/M ³) (Limit /Result)
60 / 23.4	60 / 24.4	60 / 28.9	60 / 30.1	60 /
Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)
100/ NA	100 / NA	100 / NA	100 / NA	100 / NA
Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)
NA / 100	NA / 100	NA / 100	NA/ 100	NA / 100
Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)
NA /100	NA / 100	NA / 100	NA/ 100	NA / 100

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Light 				
Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual)	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual)	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual)	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual)	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target)
0	0	0	0	0
ESG Area Noise 				
Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)
63.86 /75	65.78 /75	65.93/75	65.8/75	/75
Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)
65.41 /70	61.47 /70	61.55 /70	62.3 /70	/70
ESG Area Biodiversity Conservation 				
Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Actual)	Number of native species supported (Target)
17.12	13	15	15	25

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
No of total workforce received training on Biodiversity conservation (Actual)	No of total workforce received training on Biodiversity conservation (Actual)	No of total workforce received training on Biodiversity conservation (Actual)	No of total workforce received training on Biodiversity conservation (Actual)	No of total workforce received training on Biodiversity conservation (Target)
0	450	457	479	500
Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Actual)	Number of Awareness session conducted on Biodiversity conservation (Target)
0	8	8	8	9
Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Actual)	Complaints received on Biodiversity (Target)
0	0	0	0	0
ESG Area Waste Generation 				
Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Actual)	Total Waste Generated (in Metric Tonnes) (Target)
4407.41	4918.57	5206.05	5349.2	40,392
Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total Hazardous Waste Generation (in Metric Tonnes) (Target)
1,619.36	2,323.87	2,509.80	2354.8	1390

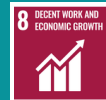
Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target)
2769.85	2507.25	2605.66	2928.4	2500
% of total waste from company operations diverted from landfills (Actual)	% of total waste from company operations diverted from landfills (Actual)	% of total waste from company operations diverted from landfills (Actual)	% of total waste from company operations diverted from landfills (Actual)	% of total waste from company operations diverted from landfills (Target)
19.5 %	19.3 %	20.7 %	19.1 %	40 %
Total Waste recycled in a year (in Metric Tonnes) (Actual)	Total Waste recycled in a year (in Metric Tonnes) (Actual)	Total Waste recycled in a year (in Metric Tonnes) (Actual)	Total Waste recycled in a year (in Metric Tonnes) (Actual)	Total Waste recycled in a year (in Metric Tonnes) (Target)
764.53	1392.15	1447.45	1328.7	1500
Total Waste Recover (in Metric Tonnes) (Actual)	Total Waste Recover (in Metric Tonnes) (Actual)	Total Waste Recover (in Metric Tonnes) (Actual)	Total Waste Recover (in Metric Tonnes) (Actual)	Total Waste Recover (in Metric Tonnes) (Target)
764.53	1392.15	1447.45	1328.7	1500
Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual)	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual)	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual)	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual)	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target)
0	0.26	0	0.11	1

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Product Use				
% of products are returned due to quality issues or defects (Actual)	% of products are returned due to quality issues or defects (Actual)	% of products are returned due to quality issues or defects (Actual)	% of products are returned due to quality issues or defects (Actual)	% of products are returned due to quality issues or defects (Target)
2%	1.20%	0.40%	0.88%	0.3%
% of products that pass rigorous quality control inspections before being shipped to customers (Actual)	% of products that pass rigorous quality control inspections before being shipped to customers (Actual)	% of products that pass rigorous quality control inspections before being shipped to customers (Actual)	% of products that pass rigorous quality control inspections before being shipped to customers (Actual)	% of products that pass rigorous quality control inspections before being shipped to customers (Target)
100%	100%	100%	100%	100%
ESG Area Product End of Life				
Numbers of Product Life Cycle Assessment (Actual)	Numbers of Product Life Cycle Assessment (Actual)	Numbers of Product Life Cycle Assessment (Actual)	Numbers of Product Life Cycle Assessment (Actual)	Numbers of Product Life Cycle Assessment (Target)
1	1	1	1	1
% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual)	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual)	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual)	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual)	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target)
8	8	8	8	5

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Sustainable Consumption				
Percentage of recycled input material out of total materials consumed (Actual)	Percentage of recycled input material out of total materials consumed (Actual)	Percentage of recycled input material out of total materials consumed (Actual)	Percentage of recycled input material out of total materials consumed (Actual)	Percentage of recycled input material out of total materials consumed (Target)
0%	3%	4%	5.5%	25%
Number of awareness session with customer on disposal of product after use (Actual)	Number of awareness session with customer on disposal of product after use (Actual)	Number of awareness session with customer on disposal of product after use (Actual)	Number of awareness session with customer on disposal of product after use (Actual)	Number of awareness session with customer on disposal of product after use (Target)
1	2	4	4	5
% of customers covered in awareness session on disposal of product after use (Actual)	% of customers covered in awareness session on disposal of product after use (Actual)	% of customers covered in awareness session on disposal of product after use (Actual)	% of customers covered in awareness session on disposal of product after use (Actual)	% of customers covered in awareness session on disposal of product after use (Target)
30%	100%	100%	100%	100%
% of company's customer base has actively engaged in sustainable consumption practices (Actual)	% of company's customer base has actively engaged in sustainable consumption practices (Actual)	% of company's customer base has actively engaged in sustainable consumption practices (Actual)	% of company's customer base has actively engaged in sustainable consumption practices (Actual)	% of company's customer base has actively engaged in sustainable consumption practices (Target)
10%	14%	15%	15.5%	16%

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Sustainable Sourcing				
% of Employees Trained Sustainable Sourcing of Raw material (Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target)
100%	100%	100%	100%	100%
% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Actual)	% of Sustainable Sourcing of Raw material (Target)
5%	12%	15%	17%	25%
ESG Area Environmental service and advocacy				
Number of environmental service and advocacy events organized (Actual)	Number of environmental service and advocacy events organized (Actual)	Number of environmental service and advocacy events organized (Actual)	Number of environmental service and advocacy events organized (Actual)	Number of environmental service and advocacy events organized (Targets)
1	2	2	3	10
Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual)	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target)
65%	30%	45%	48%	100%

Environmental				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Training				
% of buyers across all locations who have received training on sustainable procurement (Actual)	% of buyers across all locations who have received training on sustainable procurement (Actual)	% of buyers across all locations who have received training on sustainable procurement (Actual)	% of buyers across all locations who have received training on sustainable procurement (Actual)	% of buyers across all locations who have received training on sustainable procurement (Target)
0%	90%	98%	98%	100%
% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Target)
100%	100%	100%	100%	100%
% of audited supplier engaged in capacity building (Actual)	% of audited supplier engaged in capacity building (Actual)	% of audited supplier engaged in capacity building (Actual)	% of audited supplier engaged in capacity building (Actual)	% of audited supplier engaged in capacity building (Target)
100%	100%	100%	100%	100%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Employment				
Child Labour (%) (Actual)	Child Labour (%) (Actual)	Child Labour (%) (Actual)	Child Labour (%) (Actual)	Child Labour (%) (Target)
0	0	0	0	0
Force Labour (%) (Actual)	Force Labour (%) (Actual)	Force Labour (%) (Actual)	Force Labour (%) (Actual)	Force Labour (%) (Target)
0	0	0	0	0
Human Trafficking (%) (Actual)	Human Trafficking (%) (Actual)	Human Trafficking (%) (Actual)	Human Trafficking (%) (Actual)	Human Trafficking (%) (Target)
0	0	0	0	0
Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Target)
16%	24%	16%	12%	11%
Total Training Hours of employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of employees (Actual)	Total Training Hours of employees (Target)
54474	54494	42567	144530	--
Average Training Hours per employee (Actual)	Average Training Hours per employee (Actual)	Average Training Hours per employee (Actual)	Average Training Hours per employee (Actual)	Average Training Hours per employee (Target)
86	174	239	253	300
Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Target)
100 %	100 %	100 %	100%	100 %

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Actual)	Average Salary above Minimum Wages (%) (Target)
100%	100%	100%	100%	100%
Pay ratio between the highest-paid person and the median employee (%) (Actual)	Pay ratio between the highest-paid person and the median employee (%) (Actual)	Pay ratio between the highest-paid person and the median employee (%) (Actual)	Pay ratio between the highest-paid person and the median employee (%) (Actual)	Pay ratio between the highest-paid person and the median employee (%) (Target)
300 %	187 %	172 %	176 %	170 %
Direct Employees Covered by a living wage benchmarking analysis (Actual)	Direct Employees Covered by a living wage benchmarking analysis (Actual)	Direct Employees Covered by a living wage benchmarking analysis (Actual)	Direct Employees Covered by a living wage benchmarking analysis (Actual)	Direct Employees Covered by a living wage benchmarking analysis (Target)
100%	100%	100%	100%	100%
Employees Above Living wage rules (Actual)	Employees Above Living wage rules (Actual)	Employees Above Living wage rules (Actual)	Employees Above Living wage rules (Actual)	Employees Above Living wage rules (Target)
100%	100%	100%	100%	100%
Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual)	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Target)
100%	100%	100%	100%	100%
Direct Employees paid below the living wage (Actual)	Direct Employees paid below the living wage (Actual)	Direct Employees paid below the living wage (Actual)	Direct Employees paid below the living wage (Actual)	Direct Employees paid below the living wage (Target)
0.08%	0.08%	0.09%	0.09%	0.10%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
All Workers paid below the living wage, direct employees plus contract workers (Actual)	All Workers paid below the living wage, direct employees plus contract workers (Actual)	All Workers paid below the living wage, direct employees plus contract workers (Actual)	All Workers paid below the living wage, direct employees plus contract workers (Actual)	All Workers paid below the living wage, direct employees plus contract workers (Target)
9.0%	9.2%	9.6%	9.6%	10%
Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Actual)	Hiring of Local People (%) (Target)
0%	0%	0%	0%	0%
Hiring of People with Disability (%) (Actual)	Hiring of People with Disability (%) (Actual)	Hiring of People with Disability (%) (Actual)	Hiring of People with Disability (%) (Actual)	Hiring of People with Disability (%) (Target)
0%	0%	0%	0%	0%
Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual)	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual)	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual)	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual)	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Target)
1%	0%	0%	0%	1%
Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Actual)	Hiring of Vulnerable / Marginalized People in company (%) (Target)
10%	10.8%	11.3%	11.4%	12%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of your employees with disabilities feel included and supported in the workplace? (Actual)	% of your employees with disabilities feel included and supported in the workplace? (Actual)	% of your employees with disabilities feel included and supported in the workplace? (Actual)	% of your employees with disabilities feel included and supported in the workplace? (Actual)	% of your employees with disabilities feel included and supported in the workplace? (Target)
100 %	100 %	100 %	100 %	100 %
ESG Area Health & Safety Incidents / Accidents 				
Lost time injury (LTI) frequency rate for Employees (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Actual)	Lost time injury (LTI) frequency rate for direct workforce (Target)
0.00	0.00	0.22	0.288	0.00
Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target)
0.00	0.00	0.82	1.041	0.00
Lost time Severity (LTI) frequency rate for Employees (Actual)	Lost time Severity (LTI) frequency rate for Employees (Actual)	Lost time Severity (LTI) frequency rate for Employees (Actual)	Lost time Severity (LTI) frequency rate for Employees (Actual)	Lost time Severity (LTI) frequency rate for Employees (Target)
3.88	0.00	0.00	0.00	0.00
Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Target)
0.00	0.00	0.00	0.00	0.00

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
# of Work-related Incidents (Actual)	# of Work-related Incidents (Actual)	# of Work-related Incidents (Actual)	# of Work-related Incidents (Actual)	# of Work-related Incidents (Target)
16	11	13	11	0
# of Fatal Incidents (Actual)	# of Fatal Incidents (Actual)	# of Fatal Incidents (Actual)	# of Fatal Incidents (Actual)	# of Fatal Incidents (Target)
0	0	0	0	0
Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Actual)	Number of days lost to work-related injuries, fatalities and ill health (Target)
12	0	12	8	0
% of operational sites an employee health & safety risk assessment has been conducted (Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target)
100%	100%	100%	100%	100%
% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual)	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target)
100%	100%	100%	100%	100%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
People Trained on Health & Safety (in Manhours) (Actual)	People Trained on Health & Safety (in Manhours) (Actual)	People Trained on Health & Safety (in Manhours) (Actual)	People Trained on Health & Safety (in Manhours) (Actual)	People Trained on Health & Safety (in Manhours) (Target)
10,275	12,503	37,975	29,816	30,000
ESG Area Human Rights 				
% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Actual)	% of direct employees covered by a living wage benchmarking analysis (Target)
100%	100%	100%	100%	100%
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target)
0%	0%	0%	0%	0%
% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target)
0%	0%	0%	0%	0%

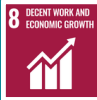
Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target)
100 %	100 %	100 %	100%	100 %
% of the total workforce covered by formally-elected employee representatives (Actual)	% of the total workforce covered by formally-elected employee representatives (Actual)	% of the total workforce covered by formally-elected employee representatives (Actual)	% of the total workforce covered by formally-elected employee representatives (Actual)	% of the total workforce covered by formally-elected employee representatives (Target)
100%	100%	100%	100%	100%
% of the total workforce across all locations who received regular performance and career development reviews (Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target)
100%	100%	100%	100%	100%
# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target)
0	0	0	0	0
# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Actual)	# of Complaints reported on Sexual Harassment (Target)
0	0	0	0	0

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Actual)	# of Complaints reported on Discrimination (Internal) (Target)
0	0	0	0	0
# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Actual)	# of Complaints reported on Discrimination by Suppliers (Target)
0	0	0	0	0
# of Complaints reported on Discrimination by Customers (Actual)	# of Complaints reported on Discrimination by Customers (Actual)	# of Complaints reported on Discrimination by Customers (Actual)	# of Complaints reported on Discrimination by Customers (Actual)	# of Complaints reported on Discrimination by Customers (Target)
0	0	0	0	0
# of Complaints reported on Discrimination by Other Stakeholders (Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target)
0	0	0	0	0
# of Complaints reported on Data Privacy / Security (Internal) (Actual)	# of Complaints reported on Data Privacy / Security (Internal) (Actual)	# of Complaints reported on Data Privacy / Security (Internal) (Actual)	# of Complaints reported on Data Privacy / Security (Internal) (Actual)	# of Complaints reported on Data Privacy / Security (Internal) (Target)
0	0	0	0	0
# of Complaints reported on Data Privacy / Security by Suppliers (Actual)	# of Complaints reported on Data Privacy / Security by Suppliers (Actual)	# of Complaints reported on Data Privacy / Security by Suppliers (Actual)	# of Complaints reported on Data Privacy / Security by Suppliers (Actual)	# of Complaints reported on Data Privacy / Security by Suppliers (Target)
0	0	0	0	0

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
# of Complaints reported on Data Privacy / Security by Customers (Actual)	# of Complaints reported on Data Privacy / Security by Customers (Actual)	# of Complaints reported on Data Privacy / Security by Customers (Actual)	# of Complaints reported on Data Privacy / Security by Customers (Actual)	# of Complaints reported on Data Privacy / Security by Customers (Target)
0	0	0	0	0
# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual)	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual)	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual)	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual)	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target)
0	0	0	0	0
% of operational sites assessed for human rights risks (Actual)	% of operational sites assessed for human rights risks (Actual)	% of operational sites assessed for human rights risks (Actual)	% of operational sites assessed for human rights risks (Actual)	% of operational sites assessed for human rights risks (Target)
100 %	100 %	100 %	100 %	100 %
% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual)	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual)	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual)	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual)	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Target)
100 %	100 %	100 %	100 %	100 %
External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target)
100 %	100 %	100 %	100 %	100 %

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
People Trained on Human Rights (Manhours) (Actual)	People Trained on Human Rights (Manhours) (Actual)	People Trained on Human Rights (Manhours) (Actual)	People Trained on Human Rights (Manhours) (Actual)	People Trained on Human Rights (Manhours) (Target)
0	518	451	480	300
% of the total workforce across all locations who received career- or skills-related training (Actual)	% of the total workforce across all locations who received career- or skills-related training (Actual)	% of the total workforce across all locations who received career- or skills-related training (Actual)	% of the total workforce across all locations who received career- or skills-related training (Actual)	% of the total workforce across all locations who received career- or skills-related training (Target)
100 %	100 %	100 %	100 %	100 %
People Trained on overall Career Management and Skill Development\ (Manhours) (Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target)
1215	5233	9228	10080	12050
Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Actual)	Awareness Session conducted on Career Management (Target)
2	4	10	10	10
ESG Area Gender Equality 				
Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Actual)	Gender balance at Worker level (Women to Men %) (Target)
1	0.8	2.8	2.8	5

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Actual)	Gender balance at Executive level (Women to Men %) (Target)
5	4.2	6.8	6.8	10
Gender balance at Top / Key Manager level (Women to Men %) (Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target)
5	6	12.5	12.6	15
Gender balance of Employees ((Women to Men %) (Actual)	Gender balance of Employees ((Women to Men %) (Actual)	Gender balance of Employees ((Women to Men %) (Actual)	Gender balance of Employees ((Women to Men %) (Actual)	Gender balance of Employees ((Women to Men %) (Target)
5 %	5.8 %	7.9 %	7.9%	10 %
Gender balance in whole organization ((Women to Men %) (Actual)	Gender balance in whole organization ((Women to Men %) (Actual)	Gender balance in whole organization ((Women to Men %) (Actual)	Gender balance in whole organization ((Women to Men %) (Actual)	Gender balance in whole organization ((Women to Men %) (Target)
0.2%	2%	4%	4%	7%
Gender balance in whole organization board ((Women to Men %) (Actual)	Gender balance in whole organization board ((Women to Men %) (Actual)	Gender balance in whole organization board ((Women to Men %) (Actual)	Gender balance in whole organization board ((Women to Men %) (Actual)	Gender balance in whole organization board ((Women to Men %) (Target)
20%	20%	21%	21%	25%
Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Actual)	Average unadjusted gender pay gap (Woman to man %) (Target)
12.64 %	5.9%	5.60%	5.6%	5%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Actual)	People Trained on Gender Equality (Manhours) (Target)
1215	5233	9228	10080	12050
ESG Area Working Conditions 				
# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Actual)	# of Hours Worked (Manhours) (Target)
40,16,565	44,56,141	45,22,493	48,59,339	41,94,377
% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Actual)	% of your plants and offices that were assessed (Target)
100%	100%	100%	100%	100%
Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Actual)	Incident of non-potable drinking water identification (Target)
0	0	0	0	0
% of the total workforce trained on discrimination and harassment (Actual)	% of the total workforce trained on discrimination and harassment (Actual)	% of the total workforce trained on discrimination and harassment (Actual)	% of the total workforce trained on discrimination and harassment (Actual)	% of the total workforce trained on discrimination and harassment (Target)
100 %	100%	100%	100%	100 %
% of the total workforce trained on Diversity, Equity & Inclusion (Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Target)
62%	87.2%	92.28%	93.10%	95%

Social				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% employees covered in awareness program (Actual)	% employees covered in awareness program (Actual)	% employees covered in awareness program (Actual)	% employees covered in awareness program (Actual)	% employees covered in awareness program (Target)
0%	8%	16%	17.5%	30%
Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Actual)	Incident of non-compliance of working conditions principles (Target)
0	0	0	0	0
ESG Area Certification 				
Percentage of operational facilities that are certified ISO 45001 (%) (Actual)	Percentage of operational facilities that are certified ISO 45001 (%) (Actual)	Percentage of operational facilities that are certified ISO 45001 (%) (Actual)	Percentage of operational facilities that are certified ISO 45001 (%) (Actual)	Percentage of operational facilities that are certified ISO 45001 (%) (Target)
100%	100%	100%	100%	100%
Percentage of operational facilities that are certified SA8000 (%) (Actual)	Percentage of operational facilities that are certified SA8000 (%) (Actual)	Percentage of operational facilities that are certified SA8000 (%) (Actual)	Percentage of operational facilities that are certified SA8000 (%) (Actual)	Percentage of operational facilities that are certified SA8000 (%) (Target)
100%	100%	100%	100%	100%
ESG Area Corporate Social Responsibility 				
Amount Spent on CSR (Lakhs) (Actual)	Amount Spent on CSR (Lakhs) (Actual)	Amount Spent on CSR (Lakhs) (Actual)	Amount Spent on CSR (Lakhs) (Actual)	Amount Spent on CSR (Lakhs) (Target)
285.55	295.61	513	366.37	500

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Anti-Corruption & Bribery 				
# of Complaints reported on Corruption & Bribery (Actual)	# of Complaints reported on Corruption & Bribery (Actual)	# of Complaints reported on Corruption & Bribery (Actual)	# of Complaints reported on Corruption & Bribery (Actual)	# of Complaints reported on Corruption & Bribery (Target)
0	0	0	0	0
Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Target)
N/A	N/A	N/A	N/A	N/A
People Trained on Anti-Corruption & Bribery (in Manhours) (Actual)	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual)	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual)	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual)	People Trained on Anti-Corruption & Bribery (in Manhours) (Target)
N/A	450	457	480	700
Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target)
N/A	N/A	N/A	N/A	N/A

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Information Management 				
Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Actual)	Percentage of operational sites certified with anti-information security management system (ISO 27001) (%) (Target)
0%	0%	0%	0%	100%
Data Breach Incidents: (Actual)	Data Breach Incidents: (Actual)	Data Breach Incidents: (Actual)	Data Breach Incidents: (Actual)	Data Breach Incidents: (Target)
0	0	0	0	0
Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Target)
100%	100%	100%	100%	100%
Data Retention Compliance: (Actual)	Data Retention Compliance: (Actual)	Data Retention Compliance: (Actual)	Data Retention Compliance: (Actual)	Data Retention Compliance: (Target)
100%	100%	100%	100%	100%

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
User Complaints: (Actual)	User Complaints: (Actual)	User Complaints: (Actual)	User Complaints: (Actual)	User Complaints: (Target)
0	0	0	0	0
ESG Area Value Chain 				
Suppliers evaluated for ESG Performance (in %) (Actual)	Suppliers evaluated for ESG Performance (in %) (Actual)	Suppliers evaluated for ESG Performance (in %) (Actual)	Suppliers evaluated for ESG Performance (in %) (Actual)	Suppliers evaluated for ESG Performance (in %) (Target)
7%	10%	15%	18%	100%
Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target)
0%	50%	90%	90%	100%
Suppliers evaluated for CSR Assessment (in %) (Actual)	Suppliers evaluated for CSR Assessment (in %) (Actual)	Suppliers evaluated for CSR Assessment (in %) (Actual)	Suppliers evaluated for CSR Assessment (in %) (Actual)	Suppliers evaluated for CSR Assessment (in %) (Target)
0 %	50%	90%	90%	100%
Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Actual)	Average Number of Non-Conformities Found per supplier (Target)
0	0	0	0	0
Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Actual)	Avg Number of Corrective Actions taken / Supplier (Target)
0	0	0	0	0

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Actual)	Suppliers in Agreement with company Policies (in %) (Target)
100%	100%	100%	100%	100%
Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target)
100%	100%	100%	100%	100%
Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Actual)	Integration of sustainability clauses in supplier contracts (Target)
100%	100 %	100%	100%	100%
ESG Area Anti-Competitive Practice 				
Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Actual)	Incident of Deceptive Advertising: (Target)
0	0	0	0	0
% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Actual)	% departments covered under Risk Assessment Internal Audit (Target)
100%	100%	100%	100%	100%

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Ethics 				
Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Actual)	Percentage of total workforce trained on business ethics issues (%) (Target)
65.3%	78%	80%	80%	100%
% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual)	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual)	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual)	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual)	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Target)
0 %	100 %	100%	100%	100%
Number of whistle-blower reports received (Actual)	Number of whistle-blower reports received (Actual)	Number of whistle-blower reports received (Actual)	Number of whistle-blower reports received (Actual)	Number of whistle-blower reports received (Target)
0	0	0	0	0
ESG Area Customer Health and Safety 				
# of Product Related Incident (Actual)	# of Product Related Incident (Actual)	# of Product Related Incident (Actual)	# of Product Related Incident (Actual)	# of Product Related Incident (Target)
0	0	0	0	0
Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Actual)	Conduct Customer safety training sessions of Customers (Target)
0 %	0%	50%	50%	80%

Governance				
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Social Dialogue 				
Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Actual)	Customer Participation Rate in Sustainability Session / Meeting (Target)
0%	0%	50%	50%	80%
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual)	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual)	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual)	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual)	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Target)
65.3%	70 %	76.54%	79.3%	100%
Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Target)
0	0	0	0	0

Independent Assurance Statement



Independent Assurance on Verification of Sustainability Information

Anares/AR/26-13

Reporting Period – April 2025 - March 2026

The Management
Shilpa Pharma Lifesciences Ltd.
 Plot No. 12-6-214/A-1, Shilpa House,
 Hyderabad Road, Raichur – 584135,
 Karnataka, India.

Independent Assurance Report
 Anares Analytics LLP (hereinafter referred to as "The Service Provider" or "Anares Analytics LLP") have been engaged by **Shilpa Pharma Lifescience Limited** (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (ASR) FY 25-26 and ESG KPI Roadmap Up to FY 2030-31 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives.

Assurance Standard
 The verification engagement has been planned and performed in accordance with the verification methodology developed by Anares Analytics LLP, which is based upon the "AA1000 Assurance Standard (AA1000AS v3)".

Scope of Assurance and Methodology
 The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment in accordance to GRI Universal Standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to:
 The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

Registered Office	Plot No. 12-6-214/A-1, Shilpa House, Hyderabad Road, Raichur 584135, Karnataka India.
Unit – 1	Plot No.1A & 1A P,1B,2,2A, 2B,3A to 3E ,4A,5A,4B & 5B, Deosugur Industrial Area, Raichur 584170, Karnataka, India.
Unit – 2 and R&D Centre	Plot No.33, 33A & 40-47, Raichur Industrial Growth Centre, Wadloor Road, Chicksugur Post, Raichur 584134, Karnataka, India.

ANARES ANALYTICS LLP

10th Floor, The Junomoneta Tower nr. Rajhans Cinema, Adajan Gam, Pal Gam, Surat, Gujarat 394510

contact@silversex.pro <https://www.anaresassure.com>



- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Company's Accountability
 The ESG Committee Representative at the company is responsible for preparing the Annual Sustainability Report FY 25-26 and ESG KPI Roadmap Up to FY 2030-31 that is free from material misstatement in accordance with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

Our Observations
 The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for FY 2025-26. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The Annual Sustainability Report 2025 and ESG KPI Roadmap Up to FY 2030-31 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.
 Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement
 The Company is obligated to replicate the Anares Analytics LLP's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Anares Analytics LLP has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Anares Analytics LLP. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations
 The assurance engagement outlined herein does not encompass the following areas:

- Our assurance does not cover any data or information pertaining to the financial performance of the Company.
- Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
- Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
- Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
- The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well

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as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.

6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Anares Analytics LLP is required to comply with the independence requirements set out in "AA1000 Assurance Standard (AA1000AS v3)". Anares Analytics LLP's independence policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's Annual Sustainability Report FY 25-26 and ESG KPI Roadmap Up to FY 2030-31 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its Annual Sustainability Report FY 25-26, and ESG KPI Roadmap Up to FY 2030-31 for the reporting period, in all material respects.

Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 25th June 2026
Place: India



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10th Floor, The Junomoneta Tower nr. Rajhans Cinema, Adajan Gam, Pal Gam, Surat, Gujarat 394510

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