

KEY PERFORMANCE INDICATOR

ESG KPI ROADMAP UPTO FY 2030-31



Innovating for
affordable healthcare



01 INTRODUCTION

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

During the FY 2022-23 period, SHILPA PHARMA LIFESCIENCES LTD.. conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs Upto FY 2030-31. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in alignment with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives. The KPI data has been independently assured, and the detailed ESG KPIs up to FY 2030-31 are attached below as part of this report.

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Waste
- Product LCA
- Product Use
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Resp
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

02 RESPONSIBILITIES

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

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

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

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

03 Location

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

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

04 PERIOD OF REVIEW

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

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

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

05 GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

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



■ GRI Coverage Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

■ GRI Coverage Table for Social KPIs

GRI Standard	Indicator	Description

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

■ GRI Coverage Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.

GRI Standard	Indicator	Description
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol

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





Environmental

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)				UN - SDGs 
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 (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) 15% Reduction (tCO ₂ eq) (Target)
7091.24	2324.72	9277.92	7992.32	6027.55 /
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) (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

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) 710.42	Scope 3 Upstream GHG Emission (tCO2eq) (Actual) 961.27	Scope 3 Upstream GHG Emission (tCO2eq) (Actual) 862.59	Scope 3 Upstream GHG Emission (tCO2eq) (Actual) 999.70	Scope 3 Upstream GHG Emission (tCO2eq) 15% Reduction (Actual) 603.86
% of GHG emissions data are collected from external stakeholder and suppliers (Actual) 100%	% of GHG emissions data are collected from external stakeholder and suppliers (Actual) 100%	% of GHG emissions data are collected from external stakeholder and suppliers (Actual) 100%	% of GHG emissions data are collected from external stakeholder and suppliers (Actual) 100%	% of GHG emissions data are collected from external stakeholder and suppliers (Target) 100 %
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs.) (Actual) 0.1337	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs)) (Actual) 0.06019	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs)) (Actual) 0.1389	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Lakhs)) (Actual) 0.1249	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (Lakhs)) (Target) 0.1023
GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual) 45.78	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual) 16.86	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual) 38.48	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Actual) 95.41	GHG Emission Intensity (Scope 1 + Scope 2 + Scope 3) (tCO2eq / ton of Product) (Target) 37.59
Budget for GHG emissions management (in cr) (Actual) 1.12 cr	Budget for GHG emissions management (in cr) (Actual) 4.32 cr	Budget for GHG emissions management (in cr) (Actual) 9.34 cr	Budget for GHG emissions management (in cr) (Actual) 9.89 cr	Budget for GHG emissions management (in cr) (Target) 10.01 cr
% of supplier engage on climate action (Actual) 30 %	% of supplier engage on climate action (Actual) 42 %	% of supplier engage on climate action (Actual) 50%	% of supplier engage on climate action (Actual) 55%	% of supplier engage on climate action (Target) 70%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of supplier partner to achieve GHG emission reduction (Actual) 30%	% of supplier partner to achieve GHG emission reduction (Actual) 42%	% of supplier partner to achieve GHG emission reduction (Actual) 50%	% of supplier partner to achieve GHG emission reduction (Actual) 55%	% of supplier partner to achieve GHG emission reduction (Target) 70%
Total gross annual revenue (in Lakhs) (Actual) 80368	Total gross annual revenue (in Lakhs) (Actual) 82743.03	Total gross annual revenue (in Lakhs) (Actual) 84438	Total gross annual revenue (in Lakhs) (Actual) 98472	Total gross annual revenue (in Lakhs) (Target) 86384.32
People Trained on GHG (Manhours) (Actual) NA	People Trained on GHG (Manhours) (Actual) 450	# People Trained on GHG (Manhours) (Actual) 457	# People Trained on GHG (Manhours) (Actual) 480	People Trained on GHG (Manhours) (Target) 800
ESG Area Environmental Risk Assessment				UN - SDGs 
% of operational sites assessed on specific environmental risks (Actual) 100 %	% of operational sites assessed on specific environmental risks (Actual) 100 %	% of operational sites assessed on specific environmental risks (Actual) 100 %	% of operational sites assessed on specific environmental risks (Actual) 100%	% of operational sites assessed on specific environmental risks (Target) 100 %
ESG Area Environmental Complaints				UN - SDGs 
# of Complaints (Actual) 0	# of Complaints (Actual) 0	# of Complaints (Actual) 0	# of Complaints (Actual) 0	# of Complaints (Target) 0

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

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

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

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Air Pollution				UN - SDGs 
SO _x (MT /A) (Limit /Result) 80/ 15.2	SO _x (MT /A) (Limit /Result) 80/ 22.70	SO _x (MT /A) (Limit /Result) 80/8.23	SO _x (MT /A) (Limit /Result) 80/16.2	SO _x (MT /A) (Limit /Result) 80/
NO _x (MT /A) (Limit /Result) 80/17.6	NO _x (MT /A) (Limit /Result) 80/19.28	NO _x (MT /A) (Limit /Result) 80 /14.28	NO _x (MT /A) (Limit /Result) 80 /20.3	NO _x (MT /A) (Limit /Result) 80 /
PM ₁₀ (mg/M ³) (Limit /Result) 100 / 65.8	PM ₁₀ (mg/M ³) (Limit /Result) 100/73.6	PM ₁₀ (mg/M ³) (Limit /Result) 100/65.8	PM ₁₀ (mg/M ³) (Limit /Result) 100/71.5	PM ₁₀ (mg/M ³) (Limit /Result) 100 /
PM2.5 (mg/M ³) (Limit /Result) 60 / 23.4	PM2.5 (mg/M ³) (Limit /Result) 60 / 24.4	PM2.5 (mg/M ³) (Limit /Result) 60 / 28.9	PM2.5 (mg/M ³) (Limit /Result) 60 / 30.1	PM2.5 (mg/M ³) (Limit /Result) 60 /
Ammonia (mg/M ³) (Limit /Result) 100/ NA	Ammonia (mg/M ³) (Limit /Result) 100 / NA	Ammonia (mg/M ³) (Limit /Result) 100 / NA	Ammonia (mg/M ³) (Limit /Result) 100 / NA	Ammonia (mg/M ³) (Limit /Result) 100 / NA
Lead (mg/M ³) (Actual /Limit) NA / 100	Lead (mg/M ³) (Actual /Limit) NA / 100	Lead (mg/M ³) (Actual /Limit) NA / 100	Lead (mg/M ³) (Actual /Limit) NA/ 100	Lead (mg/M ³) (Actual /Limit) NA / 100

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Ozone (mg/M ³) (Actual /Limit) NA /100	Ozone (mg/M ³) (Actual /Limit) NA / 100	Ozone (mg/M ³) (Actual /Limit) NA / 100	Ozone (mg/M ³) (Actual /Limit) NA/ 100	Ozone (mg/M ³) (Actual /Limit) NA / 100
ESG Area Light				UN - SDGs 
Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Actual) 0	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target) 0
ESG Area Noise				UN - SDGs 
Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 63.86 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.78 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.93/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.8/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /75
Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 65.41 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.47 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.55 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62.3 /70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /70

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Biodiversity Conservation				UN - SDGs 
Number of native species supported (Actual) 17.12	Number of native species supported (Actual) 13	Number of native species supported (Actual) 15	Number of native species supported (Actual) 15	Number of native species supported (Target) 25
No of total workforce received training on Biodiversity conservation (Actual) 0	No of total workforce received training on Biodiversity conservation (Actual) 450	No of total workforce received training on Biodiversity conservation (Actual) 457	No of total workforce received training on Biodiversity conservation (Actual) 479	No of total workforce received training on Biodiversity conservation (Target) 500
Number of Awareness session conducted on Biodiversity conservation (Actual) 0	Number of Awareness session conducted on Biodiversity conservation (Actual) 8	Number of Awareness session conducted on Biodiversity conservation (Actual) 8	Number of Awareness session conducted on Biodiversity conservation (Actual) 8	Number of Awareness session conducted on Biodiversity conservation (Target) 9
Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Target) 0

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
<div>ESG Area</div> <div>Waste Generation</div>				<div>UN - SDGs</div> <div>13 CLIMATE ACTION</div>
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
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

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Total Waste Recover (in Metric Tonnes) (Actual) 764.53	Total Waste Recover (in Metric Tonnes) (Actual) 1392.15	Total Waste Recover (in Metric Tonnes) (Actual) 1447.45	Total Waste Recover (in Metric Tonnes) (Actual) 1328.7	Total Waste Recover (in Metric Tonnes) (Target) 1500
Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual) 0	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual) 0.26	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual) 0	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Actual) 0.11	Recycling Target for below mentioned EEE code in Weight (in Metric Tonnes) (Target) 1
ESG Area Product Use				UN - SDGs 
% of products are returned due to quality issues or defects (Actual) 2%	% of products are returned due to quality issues or defects (Actual) 1.20%	% of products are returned due to quality issues or defects (Actual) 0.40%	% of products are returned due to quality issues or defects (Actual) 0.88%	% of products are returned due to quality issues or defects (Target) 0.3%
% of products that pass rigorous quality control inspections before being shipped to customers (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers (Actual) 100%	% of products that pass rigorous quality control inspections before being shipped to customers (Target) 100%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Product End of Life				UN - SDGs 
Numbers of Product Life Cycle Assessment (Actual) 1	Numbers of Product Life Cycle Assessment (Actual) 1	Numbers of Product Life Cycle Assessment (Actual) 1	Numbers of Product Life Cycle Assessment (Actual) 1	Numbers of Product Life Cycle Assessment (Target) 1
% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual) 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual) 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual) 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Actual) 8	% of total medicine sales volume was collected through take-back programs for proper recycling in the reporting period (Target) 5
ESG Area Sustainable Consumption				UN - SDGs 
Percentage of recycled input material out of total materials consumed (Actual) 0%	Percentage of recycled input material out of total materials consumed (Actual) 3%	Percentage of recycled input material out of total materials consumed (Actual) 4%	Percentage of recycled input material out of total materials consumed (Actual) 5.5%	Percentage of recycled input material out of total materials consumed (Target) 25%
Number of awareness session with customer on disposal of product after use (Actual) 1	Number of awareness session with customer on disposal of product after use (Actual) 2	Number of awareness session with customer on disposal of product after use (Actual) 4	Number of awareness session with customer on disposal of product after use (Actual) 4	Number of awareness session with customer on disposal of product after use (Target) 5

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of customers covered in awareness session on disposal of product after use (Actual) 30%	% of customers covered in awareness session on disposal of product after use (Actual) 100%	% of customers covered in awareness session on disposal of product after use (Actual) 100%	% of customers covered in awareness session on disposal of product after use (Actual) 100%	% of customers covered in awareness session on disposal of product after use (Target) 100%
% of company's customer base has actively engaged in sustainable consumption practices (Actual) 10%	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 14%	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 15%	% of company's customer base has actively engaged in sustainable consumption practices (Actual) 15.5%	% of company's customer base has actively engaged in sustainable consumption practices (Target) 16%
ESG Area Sustainable Sourcing				UN - SDGs 
% of Employees Trained Sustainable Sourcing of Raw material (Actual) 100%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 100%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 100%	% of Employees Trained Sustainable Sourcing of Raw material (Actual) 100%	% of Employees Trained Sustainable Sourcing of Raw material (Target) 100%
% of Sustainable Sourcing of Raw material (Actual) 5%	% of Sustainable Sourcing of Raw material (Actual) 12%	% of Sustainable Sourcing of Raw material (Actual) 15%	% of Sustainable Sourcing of Raw material (Actual) 17%	% of Sustainable Sourcing of Raw material (Target) 25%

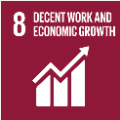
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Environmental Certificate				UN - SDGs 
Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target) 100%
Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Actual) 100%	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target) 100%
ESG Area Environmental service and advocacy				UN - SDGs 
Number of environmental service and advocacy events organized (Actual) 1	Number of environmental service and advocacy events organized (Actual) 2	Number of environmental service and advocacy events organized (Actual) 2	Number of environmental service and advocacy events organized (Actual) 3	Number of environmental service and advocacy events organized (Targets) 10
Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual) 65%	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual) 30%	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual) 45%	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Actual) 48%	Percentage of Customers Participating in environmental service and advocacy related Training Programs (Target) 100%

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

Social

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
<div>ESG Area</div> <div>Employment</div>				<div>UN - SDGs</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Child Labour (%) (Actual) 0	Child Labour (%) (Actual) 0	Child Labour (%) (Actual) 0	Child Labour (%) (Actual) 0	Child Labour (%) (Target) 0
Force Labour (%) (Actual) 0	Force Labour (%) (Actual) 0	Force Labour (%) (Actual) 0	Force Labour (%) (Actual) 0	Force Labour (%) (Target) 0
Human Trafficking (%) (Actual) 0	Human Trafficking (%) (Actual) 0	Human Trafficking (%) (Actual) 0	Human Trafficking (%) (Actual) 0	Human Trafficking (%) (Target) 0
Attrition Ratio (%) (Actual) 16%	Attrition Ratio (%) (Actual) 24%	Attrition Ratio (%) (Actual) 16%	Attrition Ratio (%) (Actual) 12%	Attrition Ratio (%) (Target) 11%
Total Training Hours of employees (Actual) 54474	Total Training Hours of employees (Actual) 54494	Total Training Hours of employees (Actual) 42567	Total Training Hours of employees (Actual) 144530	Total Training Hours of employees (Target) --
Average Training Hours per employee (Actual) 86	Average Training Hours per employee (Actual) 174	Average Training Hours per employee (Actual) 239	Average Training Hours per employee (Actual) 253	Average Training Hours per employee (Target) 300

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) 100 %	Average Salary above Minimum Wages (%) (Actual) 100 %	Average Salary above Minimum Wages (%) (Actual) 100 %	Average Salary above Minimum Wages (%) (Actual) 100%	Average Salary above Minimum Wages (%) (Target) 100 %
Pay ratio between the highest-paid person and the median employee (%) (Actual) 300 %	Pay ratio between the highest-paid person and the median employee (%) (Actual) 187 %	Pay ratio between the highest-paid person and the median employee (%) (Actual) 172 %	Pay ratio between the highest-paid person and the median employee (%) (Actual) 176 %	Pay ratio between the highest-paid person and the median employee (%) (Target) 170 %
Employees Above Living wage rules (Actual) 100%	Employees Above Living wage rules (Actual) 100%	Employees Above Living wage rules (Actual) 100%	Employees Above Living wage rules (Actual) 100%	Employees Above Living wage rules (Target) 100%
Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual) 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual) 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual) 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Actual) 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules (Target) 100%
Hiring of Local People (%) (Actual) 0%	Hiring of Local People (%) (Actual) 0%	Hiring of Local People (%) (Actual) 0%	Hiring of Local People (%) (Actual) 0%	Hiring of Local People (%) (Target) 0%
Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) (Target) 0%
Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 1%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) (Target) 1%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Hiring of Vulnerable / Marginalized People in company (%) (Actual) 10%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 10.8%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 11.3%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 11.4%	Hiring of Vulnerable / Marginalized People in company (%) (Target) 12%
% of your employees with disabilities feel included and supported in the workplace? (Actual) 100 %	% of your employees with disabilities feel included and supported in the workplace? (Actual) 100 %	% of your employees with disabilities feel included and supported in the workplace? (Actual) 100 %	% of your employees with disabilities feel included and supported in the workplace? (Actual) 100 %	% of your employees with disabilities feel included and supported in the workplace? (Target) 100 %
ESG Area Health & Safety Incidents / Accidents				UN - SDGs 
Lost time injury (LTI) frequency rate for Employees (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.22	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.288	Lost time injury (LTI) frequency rate for direct workforce (Target) 0.00
Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual) 0.82	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Actual) 1.041	Lost time injury (LTI) frequency rate for Subcontractor's Workers (Target) 0.00
Lost time Severity (LTI) frequency rate for Employees (Actual) 3.88	Lost time Severity (LTI) frequency rate for Employees (Actual) 0.00	Lost time Severity (LTI) frequency rate for Employees (Actual) 0.00	Lost time Severity (LTI) frequency rate for Employees (Actual) 0.00	Lost time Severity (LTI) frequency rate for Employees (Target) 0.00
Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers (Target) 0.00

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) 16	# of Work-related Incidents (Actual) 11	# of Work-related Incidents (Actual) 13	# of Work-related Incidents (Actual) 11	# of Work-related Incidents (Target) 0
# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Target) 0
Number of days lost to work-related injuries, fatalities and ill health (Actual) 12	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Actual) 12	Number of days lost to work-related injuries, fatalities and ill health (Actual) 8	Number of days lost to work-related injuries, fatalities and ill health (Target) 0
% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Actual) 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target) 100%
% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual) 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual) 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual) 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Actual) 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target) 100%
People Trained on Health & Safety (in Manhours) (Actual) 10,275	People Trained on Health & Safety (in Manhours) (Actual) 12,503	People Trained on Health & Safety (in Manhours) (Actual) 37,975	People Trained on Health & Safety (in Manhours) (Actual) 29,816	People Trained on Health & Safety (in Manhours) (Target) 30,000

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
<div>ESG Area</div> <div>Human Rights</div>				<div>UN - SDGs</div> <div>10 REDUCED INEQUALITIES</div>
% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Actual) 100%	% of direct employees covered by a living wage benchmarking analysis (Target) 100%
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target) 0%
% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target) 0%
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100%	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target) 100 %
% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Actual) 100%	% of the total workforce covered by formally-elected employee representatives (Target) 100%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of the total workforce across all locations who received regular performance and career development reviews (Actual) 100%	% of the total workforce across all locations who received regular performance and career development reviews (Actual) 100%	% of the total workforce across all locations who received regular performance and career development reviews (Actual) 100%	% of the total workforce across all locations who received regular performance and career development reviews (Actual) 100%	% of the total workforce across all locations who received regular performance and career development reviews (Target) 100%
# of Complaints reported on Child Labour / Human Trafficking (Actual) 0	# of Complaints reported on Child Labour / Human Trafficking (Actual) 0	# of Complaints reported on Child Labour / Human Trafficking (Actual) 0	# of Complaints reported on Child Labour / Human Trafficking (Actual) 0	# of Complaints reported on Child Labour / Human Trafficking (Target) 0
# of Complaints reported on Sexual Harassment (Actual) 0	# of Complaints reported on Sexual Harassment (Actual) 0	# of Complaints reported on Sexual Harassment (Actual) 0	# of Complaints reported on Sexual Harassment (Actual) 0	# of Complaints reported on Sexual Harassment (Target) 0
# of Complaints reported on Discrimination (Internal) (Actual) 0	# of Complaints reported on Discrimination (Internal) (Actual) 0	# of Complaints reported on Discrimination (Internal) (Actual) 0	# of Complaints reported on Discrimination (Internal) (Actual) 0	# of Complaints reported on Discrimination (Internal) (Target) 0
# of Complaints reported on Discrimination by Suppliers (Actual) 0	# of Complaints reported on Discrimination by Suppliers (Actual) 0	# of Complaints reported on Discrimination by Suppliers (Actual) 0	# of Complaints reported on Discrimination by Suppliers (Actual) 0	# of Complaints reported on Discrimination by Suppliers (Target) 0
# of Complaints reported on Discrimination by Customers (Actual) 0	# of Complaints reported on Discrimination by Customers (Actual) 0	# of Complaints reported on Discrimination by Customers (Actual) 0	# of Complaints reported on Discrimination by Customers (Actual) 0	# of Complaints reported on Discrimination by Customers (Target) 0

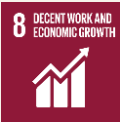
FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
# of Complaints reported on Discrimination by Other Stakeholders (Actual) 0	# of Complaints reported on Discrimination by Other Stakeholders (Actual) 0	# of Complaints reported on Discrimination by Other Stakeholders (Actual) 0	# of Complaints reported on Discrimination by Other Stakeholders (Actual) 0	# of Complaints reported on Discrimination by Other Stakeholders (Target) 0
# of Complaints reported on Data Privacy / Security (Internal) (Actual) 0	# of Complaints reported on Data Privacy / Security (Internal) (Actual) 0	# of Complaints reported on Data Privacy / Security (Internal) (Actual) 0	# of Complaints reported on Data Privacy / Security (Internal) (Actual) 0	# of Complaints reported on Data Privacy / Security (Internal) (Target) 0
# of Complaints reported on Data Privacy / Security by Suppliers (Actual) 0	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) 0	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) 0	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) 0	# of Complaints reported on Data Privacy / Security by Suppliers (Target) 0
# of Complaints reported on Data Privacy / Security by Customers (Actual) 0	# of Complaints reported on Data Privacy / Security by Customers (Actual) 0	# of Complaints reported on Data Privacy / Security by Customers (Actual) 0	# of Complaints reported on Data Privacy / Security by Customers (Actual) 0	# of Complaints reported on Data Privacy / Security by Customers (Target) 0
# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target) 0
% of operational sites assessed for human rights risks (Actual) 100 %	% of operational sites assessed for human rights risks (Actual) 100 %	% of operational sites assessed for human rights risks (Actual) 100 %	% of operational sites assessed for human rights risks (Actual) 100 %	% of operational sites assessed for human rights risks (Target) 100 %

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual) 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual) 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual) 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Actual) 100 %	% of all operational sites that have been subject to human rights reviews or human rights impact assessments (Target) 100 %
External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Actual) 100 %	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target) 100 %
People Trained on Human Rights (Manhours) (Actual) 0	People Trained on Human Rights (Manhours) (Actual) 518	People Trained on Human Rights (Manhours) (Actual) 451	People Trained on Human Rights (Manhours) (Actual) 480	People Trained on Human Rights (Manhours) (Target) 300
% of the total workforce across all locations who received career- or skills-related training (Actual) 100 %	% of the total workforce across all locations who received career- or skills-related training (Actual) 100 %	% of the total workforce across all locations who received career- or skills-related training (Actual) 100 %	% of the total workforce across all locations who received career- or skills-related training (Actual) 100 %	% of the total workforce across all locations who received career- or skills-related training (Target) 100 %
People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 1215	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 5233	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 9228	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 10080	People Trained on overall Career Management and Skill Development\ (Manhours) (Target) 12050
Awareness Session conducted on Career Management (Actual) 2	Awareness Session conducted on Career Management (Actual) 4	Awareness Session conducted on Career Management (Actual) 10	Awareness Session conducted on Career Management (Actual) 10	Awareness Session conducted on Career Management (Target) 10

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Gender Equality				UN - SDGs 
Gender balance at Worker level (Women to Men %) (Actual) 1	Gender balance at Worker level (Women to Men %) (Actual) 0.8	Gender balance at Worker level (Women to Men %) (Actual) 2.8	Gender balance at Worker level (Women to Men %) (Actual) 2.8	Gender balance at Worker level (Women to Men %) (Target) 5
Gender balance at Executive level (Women to Men %) (Actual) 5	Gender balance at Executive level (Women to Men %) (Actual) 4.2	Gender balance at Executive level (Women to Men %) (Actual) 6.8	Gender balance at Executive level (Women to Men %) (Actual) 6.8	Gender balance at Executive level (Women to Men %) (Target) 10
Gender balance at Top / Key Manager level (Women to Men %) (Actual) 5	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 6	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 12.5	Gender balance at Top / Key Manager level (Women to Men %) (Actual) 12.6	Gender balance at Top / Key Manager level (Women to Men %) (Target) 15
Gender balance of Employees ((Women to Men %) (Actual) 5 %	Gender balance of Employees ((Women to Men %) (Actual) 5.8 %	Gender balance of Employees ((Women to Men %) (Actual) 7.9 %	Gender balance of Employees ((Women to Men %) (Actual) 7.9%	Gender balance of Employees ((Women to Men %) (Target) 10 %
Gender balance in whole organization ((Women to Men %) (Actual) 0.2%	Gender balance in whole organization ((Women to Men %) (Actual) 2%	Gender balance in whole organization ((Women to Men %) (Actual) 4%	Gender balance in whole organization ((Women to Men %) (Actual) 4%	Gender balance in whole organization ((Women to Men %) (Target) 7%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Gender balance in whole organization board ((Women to Men %) (Actual) 20%	Gender balance in whole organization board ((Women to Men %) (Actual) 20%	Gender balance in whole organization board ((Women to Men %) (Actual) 21%	Gender balance in whole organization board ((Women to Men %) (Actual) 21%	Gender balance in whole organization board ((Women to Men %) (Target) 25%
Average unadjusted gender pay gap (Woman to man %) (Actual) 12.64 %	Average unadjusted gender pay gap (Woman to man %) (Actual) 5.9%	Average unadjusted gender pay gap (Woman to man %) (Actual) 5.60%	Average unadjusted gender pay gap (Woman to man %) (Actual) 5.6%	Average unadjusted gender pay gap (Woman to man %) (Target) 5%
People Trained on Gender Equality (Manhours) (Actual) 1215	People Trained on Gender Equality (Manhours) (Actual) 5233	People Trained on Gender Equality (Manhours) (Actual) 9228	People Trained on Gender Equality (Manhours) (Actual) 10080	People Trained on Gender Equality (Manhours) (Target) 12050
ESG Area Working Conditions				UN - SDGs 
# of Hours Worked (Manhours) (Actual) 40,16,565	# of Hours Worked (Manhours) (Actual) 44,56,141	# of Hours Worked (Manhours) (Actual) 45,22,493	# of Hours Worked (Manhours) (Actual) 4859339	# of Hours Worked (Manhours) (Target) 41,94,377
% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Target) 100%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Incident of non-potable drinking water identification (Actual) 0	Incident of non-potable drinking water identification (Actual) 0	Incident of non-potable drinking water identification (Actual) 0	Incident of non-potable drinking water identification (Actual) 0	Incident of non-potable drinking water identification (Target) 0
% of the total workforce trained on discrimination and harassment (Actual) 100 %	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Actual) 100%	% of the total workforce trained on discrimination and harassment (Target) 100 %
% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 62%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 87.2%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 92.28%	% of the total workforce trained on Diversity, Equity & Inclusion (Actual) 93.10%	% of the total workforce trained on Diversity, Equity & Inclusion (Target) 95%
% employees covered in awareness program (Actual) 0%	% employees covered in awareness program (Actual) 8%	% employees covered in awareness program (Actual) 16%	% employees covered in awareness program (Actual) 17.5%	% employees covered in awareness program (Target) 30%
Incident of non-compliance of working conditions principles (Actual) 0	Incident of non-compliance of working conditions principles (Actual) 0	Incident of non-compliance of working conditions principles (Actual) 0	Incident of non-compliance of working conditions principles (Actual) 0	Incident of non-compliance of working conditions principles (Target) 0
ESG Area Certification				UN - SDGs 
Percentage of operational facilities that are certified ISO 45001 (%) (Actual) 100%	Percentage of operational facilities that are certified ISO 45001 (%) (Actual) 100%	Percentage of operational facilities that are certified ISO 45001 (%) (Actual) 100%	Percentage of operational facilities that are certified ISO 45001 (%) (Actual) 100%	Percentage of operational facilities that are certified ISO 45001 (%) (Target) 100%

FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2030-31
Baseline	Performance	Performance	Performance	Target
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				UN - SDGs 
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
<div>ESG Area</div> <div>Anti-Corruption & Bribery</div>				<div>UN - SDGs</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
# of Complaints reported on Corruption & Bribery (Actual) 0	# of Complaints reported on Corruption & Bribery (Actual) 0	# of Complaints reported on Corruption & Bribery (Actual) 0	# of Complaints reported on Corruption & Bribery (Actual) 0	# of Complaints reported on Corruption & Bribery (Target) 0
Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Actual) N/A	Percentage of Trading Partners Covered by Due Diligence on Corruption (%) (Target) N/A
People Trained on Anti-Corruption & Bribery (in Manhours) (Actual) N/A	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual) 450	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual) 457	People Trained on Anti-Corruption & Bribery (in Manhours) (Actual) 480	People Trained on Anti-Corruption & Bribery (in Manhours) (Target) 700
Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Actual) N/A	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target) N/A

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
<div>ESG Area</div> <div>Information Management</div>				<div>UN - SDGs</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Actual) 0%	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Actual) 0%	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Actual) 0%	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Actual) 0%	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%) (Target) 100%
Data Breach Incidents: (Actual) 0	Data Breach Incidents: (Actual) 0	Data Breach Incidents: (Actual) 0	Data Breach Incidents: (Actual) 0	Data Breach Incidents: (Target) 0
Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Actual) 100%	Percentage of Trading Partners Covered by Due Diligence on Information Security (%) (Target) 100%
Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Target) 100%
User Complaints: (Actual) 0	User Complaints: (Actual) 0	User Complaints: (Actual) 0	User Complaints: (Actual) 0	User Complaints: (Target) 0

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
<div>ESG Area</div> <div>Value Chain</div>				<div>UN - SDGs</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Suppliers evaluated for ESG Performance (in %) (Actual) 7%	Suppliers evaluated for ESG Performance (in %) (Actual) 10%	Suppliers evaluated for ESG Performance (in %) (Actual) 15%	Suppliers evaluated for ESG Performance (in %) (Actual) 18%	Suppliers evaluated for ESG Performance (in %) (Target) 100%
Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 0%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 50%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 90%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 90%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target) 100%
Suppliers evaluated for CSR Assessment (in %) (Actual) 0 %	Suppliers evaluated for CSR Assessment (in %) (Actual) 50%	Suppliers evaluated for CSR Assessment (in %) (Actual) 90%	Suppliers evaluated for CSR Assessment (in %) (Actual) 90%	Suppliers evaluated for CSR Assessment (in %) (Target) 100%
Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Target) 0
Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Target) 0

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) 100%	Suppliers in Agreement with company Policies (in %) (Actual) 100%	Suppliers in Agreement with company Policies (in %) (Actual) 100%	Suppliers in Agreement with company Policies (in %) (Actual) 100%	Suppliers in Agreement with company Policies (in %) (Target) 100%
Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100%	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target) 100%
Integration of sustainability clauses in supplier contracts (Actual) 100%	Integration of sustainability clauses in supplier contracts (Actual) 100 %	Integration of sustainability clauses in supplier contracts (Actual) 100%	Integration of sustainability clauses in supplier contracts (Actual) 100%	Integration of sustainability clauses in supplier contracts (Target) 100%
ESG Area Anti-Competitive Practice				UN - SDGs 
Incident of Deceptive Advertising: (Actual) 0	Incident of Deceptive Advertising: (Actual) 0	Incident of Deceptive Advertising: (Actual) 0	Incident of Deceptive Advertising: (Actual) 0	Incident of Deceptive Advertising: (Target) 0
% departments covered under Risk Assessment Internal Audit (Actual) 100%	% departments covered under Risk Assessment Internal Audit (Actual) 100%	% departments covered under Risk Assessment Internal Audit (Actual) 100%	% departments covered under Risk Assessment Internal Audit (Actual) 100%	% departments covered under Risk Assessment Internal Audit (Target) 100%

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
ESG Area Ethics				UN - SDGs 
Percentage of total workforce trained on business ethics issues (%) (Actual) 65.3%	Percentage of total workforce trained on business ethics issues (%) (Actual) 78%	Percentage of total workforce trained on business ethics issues (%) (Actual) 80%	Percentage of total workforce trained on business ethics issues (%) (Actual) 80%	Percentage of total workforce trained on business ethics issues (%) (Target) 100%
% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 0 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100 %	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Target) 100%
Number of whistle-blower reports received (Actual) 0	Number of whistle-blower reports received (Actual) 0	Number of whistle-blower reports received (Actual) 0	Number of whistle-blower reports received (Actual) 0	Number of whistle-blower reports received (Target) 0
ESG Area Customer Health and Safety				UN - SDGs 
# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Target) 0

FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2025-26 Performance	FY 2030-31 Target
Conduct Customer safety training sessions of Customers (Actual) 0 %	Conduct Customer safety training sessions of Customers (Actual) 0%	Conduct Customer safety training sessions of Customers (Actual) 50%	Conduct Customer safety training sessions of Customers (Actual) 50%	Conduct Customer safety training sessions of Customers (Target) 80%
ESG Area Social Dialogue				UN - SDGs 
Customer Participation Rate in Sustainability Session / Meeting (Actual) 0%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 0%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 50%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 50%	Customer Participation Rate in Sustainability Session / Meeting (Target) 80%
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual) 65.3%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual) 70 %	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual) 76.54%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Actual) 79.3%	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (Target) 100%
Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Target) 0